

THE INTERNATIONAL  
*Teamster*  
DEDICATED TO SERVICE

MAY, 1968



**TRANSPORTATION...SERVING THE NATION!**



**Teamsters Lead Way in White Collar Organizing**

SEE PAGE 8





## LABOR'S PLACE IN HISTORY

THE HISTORY of farm labor-for-hire in this country is one of hard toil, very small recompense, and poor working conditions.

Because of this sordid record, it is only natural that farm workers—with the rapid rise of the impersonal corporate farm coupled with the slow death of the family farm—should begin turning to unionism. In this circumstance, it can be helpful for members of organized labor, in terms of future alliance, to know who are the friends and enemies of farm workers who hire out their sweat.

There are two major farm organizations. One is called the American Farm Bureau Federation (AFBF). The other is known as the National Farmers Union (NFU). On the basis of their past performance, the AFBF must stand in the ranks of anti-union organizations. The NFU is pro-union.

This can be proven also by studying the current positions taken by the two farm organizations at their recent conventions. A comparison of the conclusions of the delegates shows them to be at opposite poles.

For example, the Farm Bureau called for extension of antitrust laws to unions; a ban on industry-wide bargaining; prohibition of strikes in government, agriculture, or public utilities; adoption of more state "right-to-work" laws prohibiting the union shop. Furthermore, the Farm Bureau opposed unionization or collective bargaining rights for farm workers.

Contrast this with the NFU which went on record favoring legislation that would "protect the rights of all who work for employers to organize and bargain collectively." The NFU offered no restrictions for labor unions.

The NFU did call for closing of tax loopholes, especially the "depletion allowance" loophole that favors oil corporations and other firms engaged in extraction of minerals or other resources. The Farm Bureau, on the other hand, voiced support for "continuation of depletion allowances."

The Farmers Union demanded curbs on corporate farming and a ban on entry of non-farming companies and wealthy individuals into agriculture simply as a device to cut their income taxes. The Farm Bureau was silent on this subject.

Warning strongly that monopolistic and unfair trade practices resulting from increased concentration of buying power within giant corporations threatens to destroy small farms—with consumers the ultimate victims—the Farmers Union asked for vigorous enforcement of antitrust laws "to stop this destructive trend." The Farm Bureau, while saying it opposed monopoly in all fields, reserved its strongest language for an attack on "concentration of economic power in labor unions." It also demanded a series of restrictive laws to shatter "union power."

Additional federal aid to education was supported by the Farmers Union so as to bring every American child "as much education as he wants and can usefully absorb. The Farm Bureau opposed such federal aid.

A national prepaid health insurance system for all Americans was advocated by the Farmers Union. It also supported civil rights legislation, truth-in-lending and truth-in-packaging laws, and fair housing proposals. The Farm Bureau was either mum on these subjects or opposed.

On many other issues, the contrasts were equally great between the two groups. Almost invariably, the Farmers Union championed the public interest and was friendly to organized labor. The Farm Bureau, however, acted like a shill for big business and showed ill will toward unionism.

Their history and actions spell a simple moral: Accept the National Farmers Union as an ally—reject the American Farm Bureau Federation without qualm.





Teamster General Vice President Frank E. Fitzsimmons and his administrative assistant, Weldon Mathis, are shown in the procession to Ebenezer Baptist Church in Atlanta, Georgia, for funeral services for Dr. Martin Luther King, Jr.

## In Memoriam

Dr.  
Martin Luther King, Jr.

1929  
to  
1968

We in the International Brotherhood of Teamsters are deeply saddened over the tragic death of Dr. Martin Luther King, Jr.

We are saddened because one American has resorted to violence against the prophet of non-violence. It is our fervent hope that all Americans will now adopt Dr. King's creed. Violence, from whatever side it may come, is wrong and can only serve to drive a deeper wedge between men when unity is so desperately needed.

Dr. King was in Memphis demonstrating for recognition of the bargaining unit of garbage collectors there. He knew that the dignity of man lies in a meaningful job which provides the worker with the means to participate in America's abundance. This is the cause he served, and for that reason has forever earned the gratitude of organized labor.

We extend our sympathies to his widow and children, and to all who follow his non-violent crusade in the face of tremendous odds against their cause.

Our social problems at home are remnants of an important job still unfinished which was begun in the early and bloody days of organized labor. That unfinished job was one of Dr. King's objectives—that of jobs, housing and opportunities for poor people in a land of plenty.

A fitting tribute to his memory would be a sense of urgency for the problems of the Negro and America's poor, which are the problems of every American, regardless of his race or his social standing.

*Frank E. Fitzsimmons*



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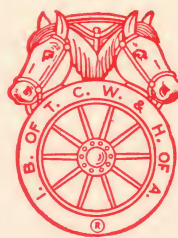
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Fail to Tarnish Image  
Of National Labor Relations  
Board**



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# From The



# FIELD

## **Joint Council Prexy On B.C. Lions Board**

E. M. Lawson, president of Teamster Joint Council 36 headquartered in Vancouver, B.C., recently was appointed to the board of directors of the B.C. Lions Football Club for a 3-year term.

The Lions are members of the Western Football Conference. Lawson is the lone labor representative on the board which is made up of leading businessmen in Vancouver.

## **Chicago Local Cited For Civil Rights Work**

Teamster Local 743 in Chicago recently was applauded by a University of Illinois law professor for helping to finance the education of Negroes and members of other minority groups for the legal profession.

In a letter to a national legal journal, Prof. Stephen D. Goldberg pointed out that Local 743 had been "a major financial backer of the Illinois Equal Opportunity Law Fellowships, a civil rights program designed to alleviate a matter of serious concern to many lawyers—the disproportionately small number of Negroes and other minority group members in the legal profession."

## **Teamsters Do Bit For Uruguay Hospital**

Members of Teamster Locals 544 and 638 in Minneapolis recently lent a hand in loading hospital equipment collected by the Minnesota-Uruguay Partners of the Alliance for Progress for shipment to the South American country.

The dental and medical equipment, donated by hospitals in the Twin Cities area, was taken to an airport in trucks donated by local companies and then airlifted in eight C97 flying boxcars to an Uruguayan destroyer at Norfolk, Va.

## **Teamster Researcher Files for Congress**

Ernest Calloway, associate research director for the Central Conference of Teamsters, recently threw his hat in the ring for U.S. Representative from the First District of Missouri.

Calloway, in the labor movement since 1935, is a contributing editor of the *Missouri Teamster* and has written numerous articles on urban problems facing St. Louis.

## **Another Driver Victim Of Bridge Collapse**

Word has been received from H. P. Dillon, Jr., president of Teamster Local 505 in Huntington, W.Va., that a member of that local union, Alonzo O. Darst, was a victim of the bridge collapse at Pt. Pleasant, W.Va.-Kanauga, Ohio, last December.

Darst's body was recovered in late January. He was a driver for James Merry Stone Co., and was among the dozens of victims in the tragedy. Three members of Teamster Local 391 in Greensboro, N.C., also died when the bridge fell.

## **Long-Time Teamster Retires in West**

D. J. (Denny) Boyle of Teamster Local 36 in San Diego, Calif., retired recently after being an active member and officer since 1936.

He first joined Teamster Local 542 and became a business agent in 1943. When Local 36 was chartered in 1946, he became the business agent for that affiliate. In 1953, he was elected secretary-treasurer of Local 36 and held the job for 14 years.

In January, 1967, Boyle started a 3-year term as president of Local 36.

## **Governor Appoints Portland, Me., Officer**

Albert Page, secretary-treasurer of Teamster Local 340 in Portland, Me., recently was appointed by Gov. Kenneth Curtis to the State Board of Arbitration and Conciliation as labor representative.

Page also was named to the Civil Defense and Public Safety Board for the state.

## **Unusual Record Set By Retiring Driver**

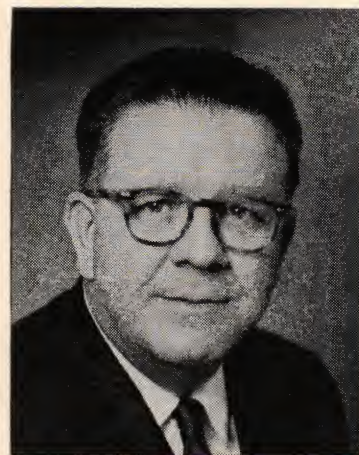
William Foth, a member of Teamster Local 490 in Vallejo, Calif., retired recently with the unusual record of having driven a truck 1,500,000 miles without accident, traffic citation or any major repair to the vehicle.

Foth, an employee of Armour's for 27 years, also never missed a day's work because of illness.

Company spokesmen said there was no record in the files comparable to Foth's. The new retiree first joined Local 490 in 1936.



## Message of the General Vice President



### Unselfishness and Non-Violence

TWO GREAT AMERICANS recently have signified for this country the kind of service which binds citizens together in unity and reason to solve pressing problems.

President Lyndon B. Johnson made the ultimate sacrifice for a career politician by announcing that he would not seek reelection, but rather would spend his time unifying the country.

The decision by our President not to run and the reasons which he advanced for his decision are the stuff from which greatness is made. He made the decision when public opinion polls revealed that the war in Vietnam was creating deep division among the populace.

Coupled with this announcement was a dramatic search for peace when President Johnson ordered a partial halt to the bombing in Vietnam. This dramatic reversal of policy could only have been made by a man dedicated to his country and by a man dedicated to peace.

Then, dramatically and tragically, headlines blared out the news of the assassination of Dr. Martin Luther King, Jr. A saddened nation grieved the death of one who devoted his life to equality for his people and the betterment of all people who find themselves in unfortunate economic circumstances.

A prophet of non-violence, Dr. King was in Memphis working for the city's garbage collectors who were seeking to establish a bargaining unit with the city to improve their economic lot.

Dr. King's efforts in such areas chronicle a lifetime of effort on behalf of his fellow man. As he faced the indignities confronting a civil rights leader, his emotions many times must have urged him to rage and force, but he always adhered to his policy of non-violence.

His undying principle of non-violence is un-

doubtedly the stuff from which greatness is made.

Certainly President Johnson and Dr. King have set a challenging example of unselfishness and principle for the nation to accept.

Prayerfully, with peace now within our reach, the leaders of our country and the Congress will accept the challenge of President Johnson and Dr. King.

In a spirit of unselfishness and principle, we can solve the pressing domestic problems which face this nation. Old bromides and platitudes will not get the job done.

But out of unselfishness and principle can come the bold new ideas and the desire to implement them which can save this country from division and violence.

Our social and technological know-how are sophisticated enough that the country's abundance can be extended to all people in a peaceful nation.

I think the challenge, most of all, rests with the Congress of the United States. Provincial and party-line thinking must be abandoned. Burning political ambitions must subside and give way to the welfare of the nation.

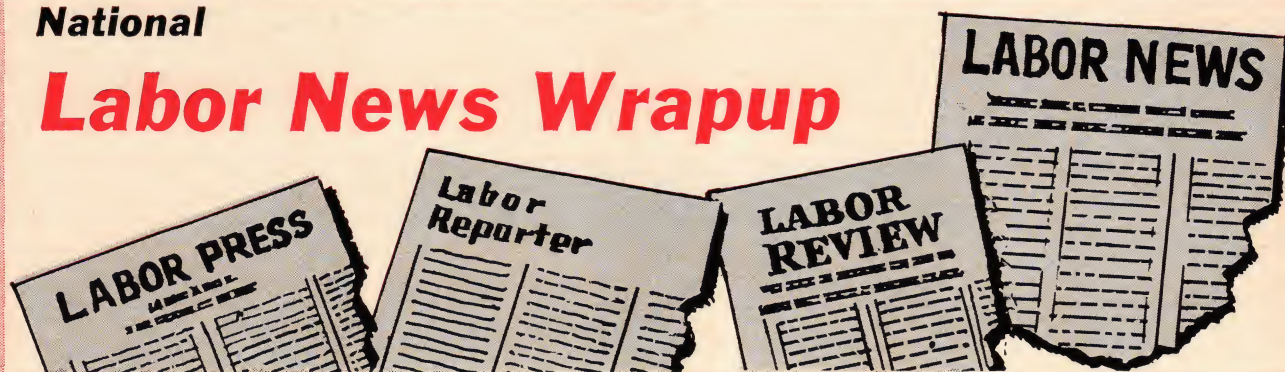
I think it is time—now—for all of us in this country to take up the challenges of President Johnson and Dr. King—the challenge to move forward quickly from a base of unselfishness and principle.

Doing this, we will truly be masters of our fate. Failing this, our fate will be in the hands of the self-seeking and the advocates of violence.



**National**

## **Labor News Wrapup**



MEMPHIS, TENN.—Striking garbagemen won their fight for union recognition as the Memphis City Council agreed on a contract with Local 1733 of the American Federation of State, County and Municipal Employees.

The agreement came less than two weeks after Dr. Martin Luther King was assassinated in the Tennessee city. He had gone to Memphis to lead marchers on the behalf of the strikers.

Besides recognition of their union, the Memphis garbagemen also won union dues checkoff, a 10-cent raise beginning May 1, and another 5-cent boost to come Sept. 1.

The entire 1,300-man membership jammed a hall to hear the winning terms and applauded the gain of a grievance procedure and a no-discrimination clause calling for promotion on the basis of seniority and competence.

TORONTO, ONT.—Canadian Teamsters, like others in the trade union movement in that country, are wondering where Canada's new Prime Minister-elect Pierre Elliott Trudeau stands on important issues.

No one seems to know where Trudeau's heart is when it comes to the subject of trade unions. But like other political leaders, he can be expected to reflect the wishes of his primary supporters. He is the leader of a party with strong anti-union tendencies.

HOLLYWOOD, CALIF.—Hollywood motion picture unions and producers planned a late April meeting to push a program to encourage the production of films in the United States rather than in foreign countries.

The unions and producers are optimistic that they can work together even to the extent of joint action in exploring legislative aid—both in Washington and Sacramento.

WASHINGTON, D.C.—A Labor Department study shows that high school graduates planning to enter the labor market permanently have the best chance of getting a job in so-called service occupations.

The survey shows the best job outlooks in airline clerical work, appliance servicing, book-keeping, salesmen, secretarial work, and office machine operators such as billers, calculators and duplicators.

NEW YORK CITY—Bargaining between the United Steelworkers and major aluminum producers is underway and could establish a pattern for a half-million workers in the basic steel industry.

USW contracts with Aluminum Co., of America, Reynolds, Kaiser, Aluminum & Chemical Corp., and Omet, Inc., expire at midnight May 31.

CONCORD, N.H.—The New Hampshire Supreme Court recently upheld the right of police officers to form a union and to have a union shop clause in their contract.

The decision sustained a working agreement between the Berlin, N.H. police commissioners and the police officers' union.

MADRID, SPAIN—Labor in Spain is not like labor in Maine or anywhere else in the United States.

Marcelino Camacho Abad, 50-year-old leader of the Spanish underground labor movement, was thrown out of a courtroom during his own trial for yelling, "This is a dictatorship that is drowning!"

He had been in jail 14 months awaiting trial for inciting to riot during a strike.



## STATE OF THE UNION

### Jurisdiction an Issue

# Industry Problems Discussed At Dairy Conference Meeting

More than 100 delegates and guests to the annual Mid-States East Coast Dairy Conference meeting in Hollywood, Fla., heard discussions on industry problems ranging from local

union jurisdiction through the changing distribution in retail and wholesale milk delivery.

Underlying most of the problems facing the meeting was the growing

strength of the giant food chains that are responsible in large part for the increasing decline in the number of milk processing plants. In effect, the industry has lost control of the whole-

More than 100 delegates discussed the impact on their local unions of changes in production, processing and dis-

tribution of milk products at the Mid-States East Coast Dairy Conference held last month in Hollywood, Florida.







Gene Hubbard (left) and Tom Haggerty, chairman and treasurer of the Mid-States East Coast Dairy Conference, look over the agenda for the annual meeting held this time in Hollywood, Fla.

sale milk price structure as a result. This, in turn, has caused a tremendous decline in retail milk delivery.

Gene Hubbard, secretary-treasurer of Teamster Local 246 in Washington, D. C., and chairman of the Conference, conducted most of the business sessions. Thomas J. Haggerty, secretary-treasurer of Local 753 in Chicago and treasurer of the Conference, expressed confidence that unity would provide the answer to many of the problems faced by local unions in the dairy industry.

Among the guest speakers for the meeting were Carlos Moore, director of DRIVE and legislative counsel for the International Brotherhood of Teamsters, and J. W. Martin, chairman of the National Milk Foundation.

Moore urged the delegates to continue the work of getting members at

home registered to vote, and then getting them to vote in the coming general election. He noted that Congress currently is concerned with holding hearings on anti-labor legislation, with an eye to building a record for enactments in 1969 by a conservative, anti-labor Congress.

Martin emphasized trends in the dairy industry, including that of a continued drop-off in milk production and resultant decline in sales of fluid milk, the never-ending confusions of an over-regulated industry, and the new problems of what he called "fill milk" and "artificial milk" which, fortunately, consumers are not showing much sign of accepting.

Other speakers included Ted C. Wills, secretary-treasurer of Teamster Local 517 in Fresno, Calif., who stressed pension program needs so far

Luke Kramer, secretary-treasurer of Teamster Local 380 in Boston, Mass., related method of operation of anti-labor lawyer on the rise.

Jerry Schultheis, research director for the Eastern Conference of Teamsters, described organizing material available for local union campaigns.

Larry Korn, business representative of Teamster Local 39 in Buffalo, N.Y., delivered a report on jurisdiction — the results of meetings regarding jurisdiction.

John Hartigan, director, Eastern Conference of Teamsters Dairy Division, spoke at length on the results of meetings regarding jurisdiction.

as helping old-timers who built unions and retired, in some instances, too soon to get maximum benefits.

Several hours were devoted to reports from delegates on recent contract negotiations and changes in retail and wholesale delivery methods.

Discussed in detail were the Kansas City retail delivery, the impact of a huge new Kroger milk processing plant in St. Louis, A&P's policy in the Virginia and District of Columbia area, warehouse and wholesale sales and their effect on retail in general, and recent legal changes in arbitration.

## ● Office Win

A majority of the 55 office and clerical workers employed by Big Apple Supermarkets, Inc., in Central Islip, N. Y., recently voted for representation by Teamster Local 806 of Elmhurst, N. Y., in a National Labor Relations Board election.

George Snyder, secretary-treasurer of Local 806, said the ballot count was 30 to 17 in favor of the local union.

## ● Barge Win

Crews employed by A. L. Mechling Barge Line in Joliet, Ill., recently voted by a better than 4-to-1 margin for representation by Teamster Local 54 headquartered in St. Louis, Mo. The election was conducted by the National Labor Relations Board.

John R. Harruff, secretary-treasurer of Local 54, said 119 employees of the tow boat operation were eligible to ballot. The election tally of pilots, mates, engineers and deck crewmen was 80 to 16 for the Teamsters.

## ● Joint Effort

Teamsters and Machinists joined together to score a National Labor Relations Board representation election victory recently at the Montgomery Ward & Co., retail automotive sales outlet in Fremont, Calif.

On the ballot were Teamster Local 78 of Oakland, Calif., and IAM Lodge 1546.

The 24-man unit is composed of auto mechanics, parts and lubrication men, tire men, gas island attendants and battery servicemen.

William F. York, secretary-treasurer of Local 78, said 17 workers voted unanimously for union representation.





## Tops for 7 Years

# Teamster Affiliates Lead Way Over White Collar Threshold

WITH TEAMSTERS UNION organizers setting the pace, the labor movement in the United States now appears to be crossing the threshold of a breakthrough in white collar worker organizing seriously underway for more than a decade.

According to *White Collar Report*, a labor information service of The Bureau of National Affairs, Inc., the Teamsters in 1967 remained—for the seventh consecutive year—the most ac-

tive and successful union in terms of white collar organizing.

An annual compilation of the National Labor Relations Board election results for 1967 revealed 2 important statistics:

1. There was a sharp increase in the number of union victories among white collar workers last year.

2. Teamsters Union affiliates exceeded all previous activity in this organizing arena, participating in 215

white collar elections and winning 136 to gain bargaining rights for some 2,500 workers.

The figures are even more noteworthy when it is realized that the Teamsters took part in nearly 25 per cent of *all* white collar balloting, and won a flat 24 per cent of *all* white collar election victories.

The Teamster win rate was better than 63 per cent—136 election victories in 215 ballots. The gain of some 2,500 workers in white collar units represented around 17 per cent of the new union members gained in all white collar election wins.

## Small Groups

In short, the Teamster tally for 1967 showed a further extension of a record of success chalked up in the 6 previous years.

While most of the Teamster white collar units won were small groups of clerks or salesmen at transportation, wholesale and related firms, major gains last year resulted from campaigns for auto salesmen in metropolitan New York, Philadelphia, Baltimore and in New Jersey, and for clerical workers at plush hotels in Las Vegas, Nev. Other important organizing wins included claims adjusters and similar employees of insurance companies in the northeastern section of the country.

Altogether, the number of elections in white collar units increased by a third across the nation—from 579 in 1966 to 868 in 1967.

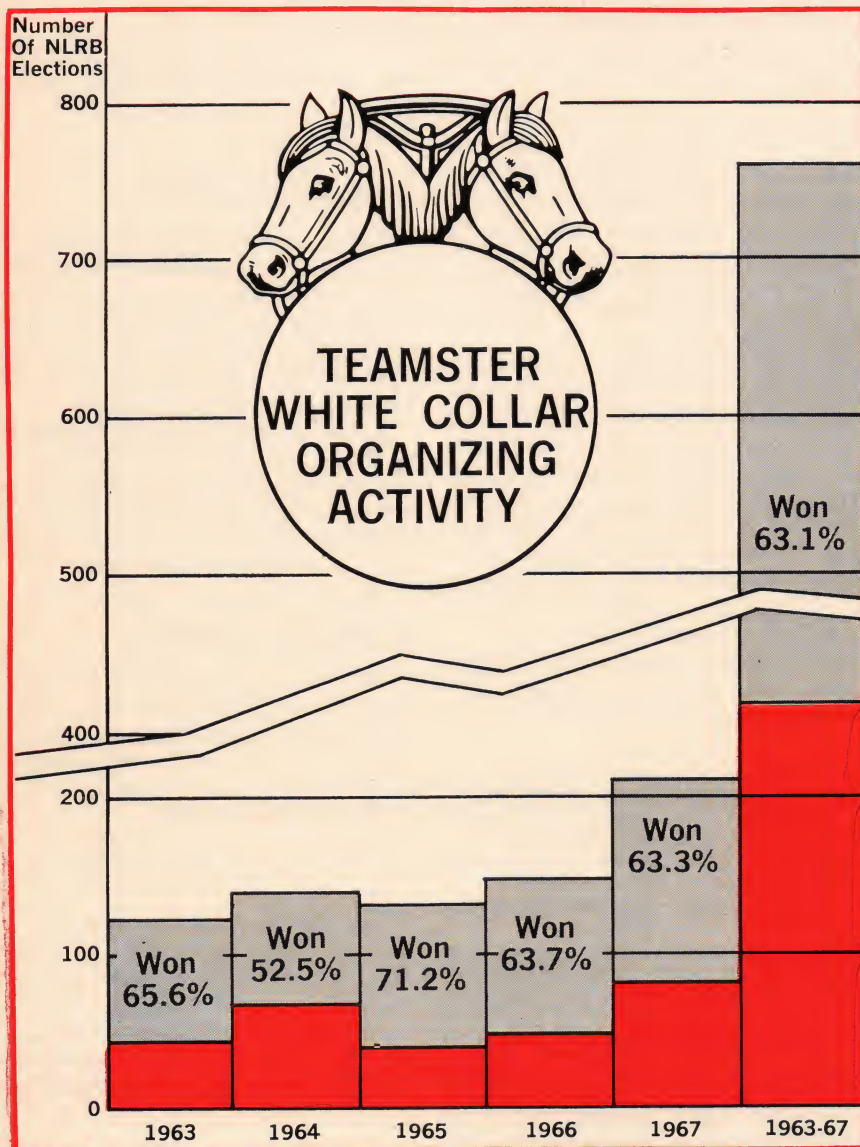
More significantly, the number of union victories jumped 60 per cent—from 352 to 567—and the number of white collar employees becoming union-represented as a result of NLRB elections increased by two-thirds—from 9,085 in 1966 to 15,090 in 1967.

## Threshold Crossed

For the first time, the overall win-loss balance tipped in favor of unions during 1967. This prompted *White Collar Report* to comment that the white collar threshold was being crossed.

More than half the workers in units that chose union representation last year now are represented by 1 of 4 unions: The Teamsters, United Auto Workers, Communications Workers, and the Insurance Workers. The rest are scattered in units represented by some 70 other unions.

Clerical workers, and those in com-





bined clerical-technical groups, are the most union-prone of the white collar categories, according to the figures. About half of the employees organized in the 1967 elections fell into this group which increased to 7,485 from 4,525 in 1966.

While salesmen make up a smaller proportion of the total organization, they are turning to unions at an even faster rate than the clericals—the number in union-won units jumping from 1,695 in 1966 to 3,525 last year. Insurance agents and auto salesmen account for the bulk of the gain.

The union-won technical group increased only slightly to 2,160 while the number of professionals in units that became union-represented decreased from 175 to 43.

#### Public Employees

Rarely a significant number participating in NLRB elections, professionals voting last year were mainly pharmacists and registered nurses, the latter working in industry.

*White Collar Report* noted that while NLRB figures show almost the entire extent of organizing in private industry, they do not reflect organizing in elections conducted by state and other agencies or through other procedures.

NLRB figures also do not reflect in this report the phenomenal growth in the unionization of public employees whose bargaining activities generally are credited with arousing a new interest in unions by employees in the private sector.

## In New York City

# Teamsters OK 'Best-Ever' Contract With Casket Manufacturers Assn.

Members of Teamster Local 1034 in New York City unanimously ratified a new agreement with the Metropolitan New York and New Jersey Casket Manufacturers Assn., at a recent general membership meeting where there was an unprecedented 100 per cent turnout.

Bernard Adelstein, president of Local 1034, said the contract covers chauffeurs employed by 13 companies—several of them national in scope—and is retroactive to last March 1st.

Besides a substantial across-the-board wage increase over the 3-year life of the agreement, there also were provisions guaranteeing a full year of employment, 12 paid holidays, and up to 4 weeks of vacation depending upon time on the job. Also negotiated were fringe benefits including paid sick leave, bereavement leave with pay and jury duty pay.

#### \$5000 Policy

Members and their families were brought under the Local 1034 Health and Welfare Plan, a comprehensive program that includes a \$5,000 life insurance policy, extensive medical insurance, disability benefits, and den-

tal, optical and prescription drug allowances.

The agreement also provided for participation in the Local 1034 Pension Plan.

Adelstein headed the union negotiating committee.

## ● Indiana Win

A majority of production and maintenance workers at Crofton, Inc., a foam rubber processor located in Marion, Ind., recently voted for representation by Teamster Local 135 of Indianapolis in a National Labor Relations Board election.

James R. Nolan, secretary-treasurer of Local 135, said 64 workers were eligible to ballot. The vote was 33 to 30. The bargaining unit also includes truck drivers and shipping and receiving clerks.

## First Retiree



William Luce (center), a member of Teamster Local 297 in Ft. Wayne, Ind., for more than 20 years, is the first member of his local union to retire under the Central States pension plan. Luce worked under the Indiana Highway Construction Agreement and was employed by L. W. Dailey Construction Co., some 38 years. At Left is Merlin Rice, president of Local 297, handing Luce his initial check as L. W. Dailey, Jr., looks on.

## White Collar Organizing Trends

Trends in white collar organizing, as charted by *White Collar Report* since complete National Labor Relations Board figures first became available in 1961, are summarized as follows:

Year	Total Elections	Won	Number In Units	Lost	Number In Units
1961	395	177	4,660	218	6,845
1962	462	273	5,880	189	8,460
1963	443	255	6,495	188	15,250
1964	471	268	6,730	203	9,225
1965	514	318	7,600	196	10,125
1966	579	352	9,085	227	9,990
1967	868	567	15,090	301	11,940
Totals	3,732	2,210	55,540	1,522	71,835

Source: National Labor Relations Board



## Health Benefits

# Dental Diagnostic Center Opened For 25,000 Philadelphia Teamsters

Almost 25,000 Teamsters Union members employed in the trucking industry of the Greater Philadelphia Area now can enjoy additional dental care benefits at a new Dental Diagnostic Center opened in early April at Hahnemann Medical College and Hospital.

The program is administered by the Teamsters Health and Welfare Fund of Philadelphia and Vicinity. It covers members of 14 Teamster local unions in Philadelphia, Norristown and Chester, Pa., Wilmington, Del., and Collingswood and Atlantic City, N.J.

### Employer Paid

Supported by employer contributions as provided in collective bargaining agreements, the program provides for diagnostic and conventional X-ray examination without charge.

Eligible Teamsters will receive a complete dental diagnosis which includes the evaluation of all teeth and the soft and hard tissues of the mouth. All equipment is of advanced design

and includes automatic film processing that can finish an X-ray print in less than 4 minutes.

A contract between the Teamsters Health and Welfare Fund and Hahnemann provides that all covered members and their spouses will be examined preliminary to treatment by their own private dentist.

### The Staff

The center will be staffed by 2 dentists and 4 dental assistants.

### Trustees

Trustees of the fund include: International Union Trustee Maurice R. Schurr, president of Teamster Local 929 in Philadelphia; Edward Battisfore, president of Teamster Local 107 in Philadelphia, and Peter P. Schultz, president of Teamster Local 470 in Philadelphia. Employer representatives are Richard W. Cutaia of Mushroom Transportation Co.; Vincent R. Dagen of Branch Motor Express Corp., and William J. Lemon of Spector Freight System.



Shown at the opening of a new dental diagnostic center for Philadelphia area Teamsters were (left to right): Richard W. Cutaia, president of Mushroom Transportation Co.; Dr. William W. Weiss, Jr., director of the center; Dr. Jack Neff, associate director; Vincent R. Dagen, labor relations director for Branch Motor Express; Dr. Charles S. Cameron, president of Hahnemann Medical College and Hospital; Jack Cassidy, trustee of Teamster Local 107 in Philadelphia, and Maurice R. Schurr, president of Teamster Local 929 in Philadelphia.

## Retiree Writes

Dear Sirs:

I have been retired for the past 3 years and have been a truck driver for the past 22 years for John Schutt Truck Co., of Buf-



falo, N.Y. I owe all to Teamster Local 449 of Buffalo, N.Y., and the International Brotherhood of Teamsters. I am enjoying my pension. My sincere thanks to all of you.

Fraternally,  
William Dauman

## ● Scrap Metal

Ten employees of Standard Scrap Metal Corp., of Brooklyn, N.Y., recently voted unanimously for representation by Teamster Local 917 in a National Labor Relations Board election, according to John T. Burke, president of the local union.

## Sears Win Gains 250 In California

A majority of the 250 employees in a Sears, Roebuck & Co., warehouse in Vernon, Calif., recently voted for representation by Teamster Local 986 of Los Angeles in a National Labor Relations Board election.

M. E. Anderson, secretary-treasurer of Local 986, said the ballot count was 118 to 111 in favor of the Teamsters. The unit includes general warehousemen, shipping and receiving workers, checkers, fork lift operators, and order fillers.

The warehouse pools major appliances and furniture for Sears retail stores in Southern California.



## In Washington State

# Newly Organized Police Officers Meet Resistance by City Fathers

Under today's standard union contract, the demands of the Edmonds (Wash.) policemen who recently joined Teamster Local 763 of Seattle are quite modest.

The *Washington Teamster*, Joint Council 28's official publication, asserted that the advent of police unionism in the small city a few miles north of Seattle provoked in the mayor and the local newspaper, the Edmonds *Tribune-Review*, a reaction that was "nothing short of anarchism."

Don V. Ellis, secretary-treasurer of Local 763, has explained to the city administration that all that is desired for the Edmonds officers is what po-

lice department personnel have in cities of comparable size—namely, job security and protection against political reprisal.

Backing up the Teamster proposals is the almost unanimous support of the Edmonds police. Of 28 eligible to sign with the union, 27 put their names on bargaining cards when the Washington State Department of Labor and Industries conducted a representation election to certify Local 763 as the bargaining agent.

Furthermore, the Edmonds police want to avoid being hooked on the city budget to pay offered in other city departments. They believe that police work is unlike most other city jobs both in training and experience, and in danger of injury or death. They contend a policeman's lot is different than, say checking water meters.

Under their Teamster affiliation, the Edmonds police committee is seeking payment of all health and accident premiums for the men and their dependents. Recently, the premium has doubled and the policeman now pays

half while taking care of his wife and dependents out of his own pocket.

The officers also want a better vacation schedule, sick leave, an improvement in uniform allowances, compensatory time, and other fringe benefits.

Ellis said the mayor of Edmonds is doing everything in his power to thwart the collective bargaining desires of the officers, even asserting that the city wishes to deal with just a single union, not the Teamsters and others.

The *Tribune-Review* has sided with the mayor. Together they are raising the spectre of a possible strike which Ellis contends "is merely a smoke-screen on the part of the mayor to stir public animosity against their own police officers and has no place in the present discussions." He adds, "Certainly the union nor the police officers didn't bring the subject up."

Indicating that Teamster Local 763 will represent the Edmonds policemen to the best of its ability, Ellis concluded:

"We represent the policemen because they asked us for representation. The police proposals are modest and are within the realm of police work only."

Eventually the city fathers of Edmonds will find their resistance vanishing in the face of these points.

## Anti-Union Co. Loses to Boston Local

Waltham Lime & Cement Co., of Waltham, Mass., said the National Labor Relations Board in a recent ruling, refused to bargain in good faith with Teamster Local 379 of Boston, majority representative.

Affirming the trial examiner, the Board said the company also unlawfully interrogated employees regarding membership in or activity for the union, and threatened them with reduction in hours and layoffs in the event Local 379 became the bargaining representative.

The appropriate unit consisted of all truck drivers, warehousemen and yardmen at the plant. The record showed that George Brugger, an employee, procured union authorization cards from a majority of the employees in the unit. He subsequently turned the cards over to Local 379 which filed a petition for representation and requested a meeting with the employer for the purpose of negotiating a contract.

Management never responded to the union's request, however, and instead came forth with unlawful interrogations and threats.

The company was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

## Teamsters Aid SCLC



In one of the last photos ever taken of Dr. Martin Luther King, Jr., a few days before his assassination, he is shown here receiving a check from Teamster Local 522 of Jamaica, N.Y., to aid the "Poor Peoples' Campaign" projected by the late leader of the Southern Christian Leadership Conference. Making the presentation to King are Stephen Kingston, Jr., and Alfred S. Reger, president and secretary-treasurer respectively of the local union.



**In RTW Iowa**

## Boss' Refusal of Mail Fails To Sidetrack Teamster Local

An employer who refused to accept the U.S. mail in order to avoid bargaining with Teamster Local 383 of Sioux City, Iowa, wound up on the short end of the stick in a recent National Labor Relations Board decision.

The Board held that Hart Beverage Co., Inc., doing business in Sioux City as Pepsi-Cola Bottling Co., violated the Act by refusing to bargain with Local 383 and by otherwise coercing employees in connection with their union activity.

The hearing record showed that in January, 1967, a group of the bottling plant workers met with Frank Santi, president of the local union, to discuss the prospect of union representation.

Later, Santi again met with the employees. He secured 2 sets of application and authorization cards from 20 employees. There were 23 workers in

the appropriate unit.

On April 10th, Santi wrote the company requesting recognition. The employer refused to accept delivery of the letter. It was returned to Santi unopened.

Three days later, Santi again wrote the employer, enclosing a set of 20 authorization cards. This letter also was refused by the boss.

Not to be turned back, Santi this time requested that a county deputy sheriff redeliver both letters.

Again the employer refused to accept the mail.

Santi then sent a telegram requesting recognition. By this time, the employer apparently had some legal advice and responded by refusing recognition and claiming that he had a good-faith doubt of the union's majority status.

Once more Santi dispatched a telegram and telephoned the employer. In

the latter exchange, the boss' representative said he had nothing to say.

Four days later, the bottling workers voted to strike. Near the end of April, they hit the bricks to protest the employer's refusal to recognize and bargain with the union and other conduct.

During the few days prior to the strike, the boss—so the trial examiner found and was sustained by the Board—unlawfully suggested that the workers form their own union. He also interrogated them concerning their activity for the union. He promised them benefits.

After the strike had started, the employer also unlawfully told the strikers that they had lost their jobs and would be replaced. He also said he would never negotiate or bargain with the union.

### A Majority

Among his other findings, the examiner determined that at all times the Teamster local union had represented a majority of the employees in an appropriate unit.

The examiner also concluded that the record showed the employer to be completely hostile to the union and had no intention of bargaining. In this light, the boss' refusal and unwillingness to recognize the union was not based on any good-faith doubt of the union's majority.

Needless to say, the Board ordered Hart Beverage Co., to cease the unlawful conduct, bargain on request with the union, and, upon application, offer reinstatement to all employees who went on strike—dismissing if necessary all strikebreakers hired on or after the date the walkout began.

Iowa is a "right-to-work" state.

## Labor Management Relations



Labor-management relations in the trucking industry got a thorough examination at the first conference on financial prospects for transportation sponsored by the Transportation Center, Northwestern University. General Vice-President Frank E. Fitzsimmons presented the views of the International Brotherhood of Teamsters favoring national and area-wide agreements. The speaker in photo is Arthur A. Sloane, associate professor of business administration at the University of Delaware. Seated are General Vice-President Fitzsimmons, Raymond F. Beagle, Jr., administrator and general counsel, Trucking Employers, Inc., and Page Townsley of Northwestern University.

## Gypsum Win Gains 160 For Local 886

By a 3-to-1 margin, Teamster Local 886 of Oklahoma City, Okla., recently won a representation election conducted by the National Labor Relations Board at Republic Gypsum in Duke, Okla.

W. J. Davis, Local 886 organizer, said the new bargaining unit is composed of 160 workers including truck drivers.



## Another Honor

# Hoffa Named One of 10 Greatest Living American Labor Leaders

FOR BUILDING "a union organization which effectively made trucking industry workers among the best paid and protected groups of employees in the world," Teamster



James R. Hoffa

General President James R. Hoffa has been voted one of America's 10 greatest living labor leaders.

Hoffa's stature in the labor movement was disclosed in a poll of 149 labor editors conducted by research associate, Nancy L. Brown, under the auspices of the University of Michigan.

Participants in the survey were told they could define greatness in any way they wished, but were asked to consider the labor leader's ethical standards, abilities, innovative ideas, and contributions to labor's and the nation's progress.

The survey was the first of its kind.

Among 149 labor editors polled, 48 from 42 cities in 24 states and the District of Columbia responded.

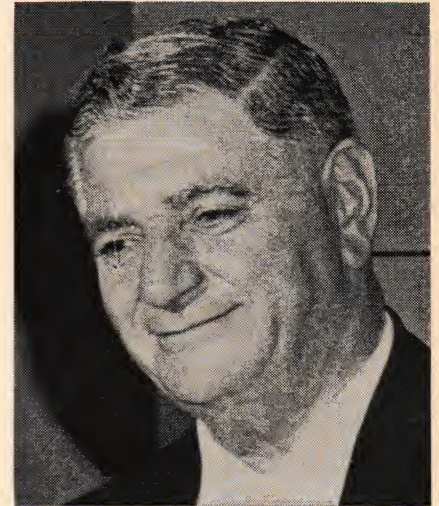
In ranking Hoffa among the 10 greatest living labor leaders, editors praised him for "building a union organization which effectively made trucking industry workers among the best paid and protected groups of employees in the world."

Others rated among the group are Walter Reuther, president of the

United Auto Workers; John L. Lewis, former president of the United Mine Workers; A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters; Harry Bridges, president of the International Longshoremen's and Warehousemen's Union; P. L. Siemiller, president of the International Association of Machinists; David Dubinsky, former head of the International Ladies' Garment Workers; Cesar Chavez, head of the United Farm Workers Organizing Committee; Joseph A. Beirne, president of the Communication Workers of America; and George Meany.

## ● Produce Wins

Teamster Local 310 of Tucson, Ariz., recently won 3 National Labor Relations Board representation elections at produce plants in Nogales, Ariz., according to C. F. Wallmark,



General Organizer Jack Goldberger, president of Teamster Local 921 in San Francisco, Calif., will receive the distinguished service award of Teamster Lodge No. 2201 B'nai B'rith at a testimonial dinner marking the Lodge's 10th anniversary at New York City, June 15.

secretary-treasurer of the local union.

The victories were scored at B&L Produce with 32 employees, William Wright Produce with 8 employees, and Culiacan Produce with 9 employees.

## \$108,000 Backpay



Employees of Overnite Transportation Co., all members of Teamster Local 171 in Roanoke, Va., are shown holding their backpay checks totaling more than \$108,000 as a result of unfair labor practice charges processed by the union with the aid of the Eastern Conference of Teamsters. In the front row of the photo are Archie Argabright, Richard Newland, and other members of Local 171's executive board. The backpay award was one of the largest in the history of the National Labor Relations Board. IBT Vice President Thomas E. Flynn, director of the Eastern Conference, expects the backpay award to eventually total more than \$300,000.



## Teamster Case

# New Board Rule Establishes Ban On Casual Talk at Polling Area

An important new rule concerning representation elections has been established by the National Labor Relations Board, and while it came in a decision turning victory into defeat for a Teamster affiliate, it is worth noting because of its significance.

In effect, the rule says simply that parties to an election shall not talk with prospective voters in the polling area.

The regulation was established in the wake of an election won by Teamster Local 864 of Rolla, Mo., at Milchem, Inc., where production and maintenance workers at the company's mining and processing facilities in Washington County, Mo., voted 36 to 26 in favor of union representation. The ballot was voided and a second election was ordered.

In its decision, the Board cited "the potential for . . . last-minute electioneering or pressure" posed by

casual chatter at the polls in representation elections. It stated further that the risk of having an election set aside now "assures that the parties will painstakingly avoid casual conversations which could otherwise develop into undesirable electioneering or coercion."

The Board noted that in the past it had not "enunciated a clear standard" for assessing the effect of idle conversation on the outcome of an election. The new rule "contemplates that conversations between a party and voters while the latter are in a polling area waiting to vote will normally, upon the filing of proper objections, be deemed prejudicial without investigation into the content of the remarks."

The Board hastened to say that the new rule does not mean that "any chance, isolated, innocuous comment or inquiry by an employer

or union official to a voter will necessarily void the election" and added that "we will be guided by the maxim that 'the law does not concern itself with trifles.'"

But the Board cautioned:

"We trust, however, that the parties to elections, in order to obviate the sometimes troublesome task of defining what is to be considered trifling, will take pains to assure complete compliance with the rule by instructing their agents, officials, and representatives simply to refrain from conversing with prospective voters in the polling area."

It is frequently too difficult, the Board stated, to recapture with any precision the nature of remarks made in the charged atmosphere of a polling place. To require an examination into the substance and effect of the conversations "seems unduly burdensome." Thus, "a blanket prohibition against such conversations is easily understood and simply applied."

In the Milchem case, it was asserted that a representative of Local 864 stood for several minutes near the line of employees waiting to vote and engaged them in conversation. While the union representative said he was discussing the weather and similar topics, the Board ruled that the talk with prospective voters waiting to cast ballots, "regardless of the remarks exchanged," constituted conduct which in itself necessitated a second vote.

"This rule against casual conversation," the Board concluded, "is nothing more than a preventive device to enforce the ban against electioneering in polling places normally applied in political elections and in our representation elections, and serves the same purposes of maintaining order and permitting voters to consult their own consciences without interruption. There is no likelihood of abridging the rights of the parties concerned."

## ● Disenchanted

The Lakeland Ledger, in Lakeland, Florida, is strike bound and operated by scab printers, but indirectly confessed that it is disillusioned with strikebreakers. Commenting on the Florida teachers' strike, the paper said: "... strikes and substitute teachers are no solution. And some of these substitutes are pitifully qualified. Among Polk County's applicants are a bartender and a gas station attendant."

## Installation Ceremony



General Organizer Nicholas P. Morrissey (left), International Representative for New England, is shown installing the new officers of Teamster Local 653 in ceremonies at Brockton, Mass. Shown receiving the oath of office are (left to right): John Perry, president; Richard Burnie, vice president; Gerald F. Gross, trustee; Henry G. Gross, secretary-treasurer, and Francis Cass, recording secretary. Trustees Roger Tinkham and Francis F. Gately were absent when the photo was taken.



## Texas Cement Hardens

### Employer Threatens 'Blackball,' Teamsters Win NLRB Decision

Teamster Local 657 of San Antonio, Tex., recently won a National Labor Relations Board decision in a case involving an employer who unlawfully threatened to "blackball" his workers or reduce their wages while at the same time promising to increase wages if they would reject the union.

Reversing the trial examiner, the Board ruled that Materials Transportation Co., and Cement Trucking Co., of Corpus Christi unlawfully laid off 5 employees, not because of economic necessity as alleged by the company but because of their activities on behalf of Local 657.

#### Single Employer

The examiner determined that the two companies engaged in transporting bulk cement and sack cement constituted a single employer. But he could find no evidence that the 5 workers had been discriminatorily laid

off and recommended that Local 657's complaint be dismissed.

The General Counsel contended, however, that but for the advent of the union, the employer would have retained the employees and that evidence established a *prima facie* case of discrimination.

The Board agreed with the General Counsel, noting a time lag involved in the layoffs plus the employer's knowledge of the workers' union activities, his hostility to such activities, and other considerations.

The Board ordered the company to cease the unlawful conduct and reinstate the discharges with backpay and interest.

### Revenge Discharges Illegal

Sustaining the trial examiner, the National Labor Relations Board recently determined that American Art Industries, Inc., of Miami, Fla., unlawfully discharged 2 employees because they had testified for the General Counsel against the employer in a prior unfair labor practice case.

The company, a manufacturer and distributor of art works, defended the termination of Horacio Trujillo and J. D. Mosely on the ground that it had no work for them.

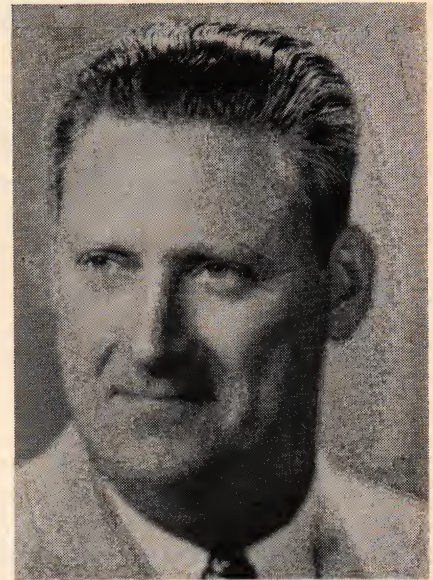
The examiner found that both discharges were unlawfully motivated. Both workers were notified of their firings directly upon returning to work after their absences to testify in a Board proceeding in which it was found that the company committed various unfair labor practices—including refusal to bargain with Teamster Local 198 of Miami.

American Art was ordered by the Board to cease the unlawful conduct and reinstate Trujillo and Mosely with backpay and interest.

### • Linen Pact

By nearly a 4-to-1 margin, more than 400 members recently ratified a new Michigan Conference of Teamsters linen and industrial agreement providing substantial wage increases and other gains.

G. N. McIlvain, Conference business representative, said the contract covers members of 9 Teamster local



Edward O. Crawford, long-time member and business representative of Teamster Local 100 in Cincinnati, Ohio, died recently. Crawford, starting from 1953, served as a business agent most of the years to his death and at various times held the offices of trustee and vice president.

unions.

Important changes included increasing the employer contributions to the health and welfare, pension and dental and optical plans, lengthening the vacation schedule to 5 weeks after 30 years on the job, and seniority guarantees in case of mergers or job transfers.

### Dedication Ceremony



Teamster Local 339 of Port Huron, Mich., in an impressive ceremony recently dedicated its new union headquarters. The building also accommodates building and construction trades locals. Taking part in the ceremony were (left to right): Robert Birtch, trustee; James King, vice president; John Mallore, trustee; Mrs. Betty Sacharczyk; Walter Sacharczyk, president; James Spencer, recording secretary; Maurice Ludy, secretary-treasurer; Lloyd Dafoe, trustee, and Walter L. Sacharczyk, general organizer.



# TRANSPORTATION....



## A PROCLAMATION

By President Lyndon B. Johnson

One hundred years ago, an American traveling from San Francisco to New York went by ship to Central America, crossed the Isthmus by mule and wagon, and four weeks later arrived at his destination.

One year later, with the completion of our first transcontinental railroad, he could travel in relative comfort from California to New York in ten days.

While the Government of the United States must continue to play a key partnership role in the improvement and expansion of our transportation system, basic decisions on investment and operation are made by private industry. This partnership between Government and industry forms one of the most critical elements of our economic system.

To call public attention to the contributions of this great industry—and to the challenges it faces—the Congress, by a joint resolution approved May 16, 1957 (71 Stat. 30), has

requested the President to proclaim annually the third Friday in May of each year as National Defense Transportation Day, and by a joint resolution approved May 14, 1962 (76 Stat. 69), has requested the President to proclaim annually the week of May in which that Friday falls as National Transportation Week, as a tribute to the men and women who, night and day, move our goods and our people throughout the land and around the world.

NOW, THEREFORE, I, LYNDON B. JOHNSON, President of the United States of America, do hereby designate Friday, May 17, as National Defense Transportation Day, and the week beginning May 12, 1968, as National Transportation Week.

IN WITNESS WHEREOF, I have hereunto set my hand this seventh day of March, in the Year of our Lord nineteen hundred and sixty-eight, and of the Independence of the United States of America the one hundred and ninety-second.



# ***SERVING THE NATION!***



# **NATIONAL TRANSPORTATION WEEK**

## ***MAY 12 TO 18, 1968***

### **CONGRATULATIONS**

**By GVP Frank E. Fitzsimmons**

It is with a great deal of pride that the International Brotherhood of Teamsters lends its support to the celebration of National Transportation Week, May 12-18, 1968.

We sense this pride because so many of our 1,911,212 members are directly involved in the transportation of the products of our mass production system from market to the consumer. There is a saying that "if you got it, a truck brought it," and it can be added that a Teamster drove the truck.

We in the officialdom of the Teamsters think it very proper that National Transportation Week should honor transportation workers. So much of the goods of the nation are in transit when the general public is at home or away from the highways while it works, with the consequence that transportation workers sometimes become 'invisible' cogs in the nation's

distribution system. A double bottom, tractor-trailer rig rolls over the nation's highways at night, or an air cargo plane pierces the black sky, so that the products of commerce will be available when the nation awakes. And the nation has come to rely upon these transportation workers to perform their work 24 hours a day so that the tools of commerce will be available during 'office hours.'

We salute all transportation workers—not only those who are members of the Teamsters Union—as the vital fluid in America's arteries of commerce.

Without them our economy would falter and stumble. With them on the job, America's abundance is distributed throughout the land. Hopefully, the nation's social progress will be such that this abundance will soon be distributed to every living American.



**In The Senate**

# Subcommittee Hearings Fail to Tarnish National Labor Relations Board Image

ANTI-UNION FORCES fell on their face during Senate hearings on the National Labor Relations Board in recent weeks as they blew an effort to dagger the agency by reviving their same old song and dance.

Disappointment in the hearings was expressed by none other than Sen. Sam Ervin (D.-N.C.), chairman of the Senate Judiciary Subcommittee on Separation of Powers.

Witnesses with views antagonistic to the Board failed to come up with anything new except their thinly veiled anti-labor bias in the form of complaints that the Board was pro-union.

The heart of those seeking to destroy the Board and establish a labor court in its place was cut out when political history was introduced mid-way through the hearings.

Mozart Ratner, who was with the NLRB from 1942 to 1952 and for the

last 2 years of that time was assistant general counsel in charge of Supreme Court litigation, sunk the anti-Board ship when answering the question of whether the Board decides cases according to its members' personal biases.

He pointed out that that was exactly what the NLRB did under President Eisenhower. He described the Ike Board as having members who, "in their public pronouncements and in their decisional policies, made clear that they conceived it to be their function to implement the labor policy of the Republican Party and the current Administration, rather than the Taft-Hartley Act, judicially interpreted and construed."

Ratner added: "For the first time, the Board (under Eisenhower) actually did, on a wholesale basis, what its predecessors had been unjustly accused of doing, namely, substituting

personal policy predilections for statutory criteria, to defeat rather than accomplish the statutory objectives."

Ratner pointed out that the record of Supreme Court reversals of the Eisenhower Board was "fantastic." He said members of the Kennedy-Johnson Board that came along later "were confronted with the necessity of undoing and reversing the misinterpretations of their immediate predecessors."

Even then, said the witness, the JFK-LBJ Board did this only after the Eisenhower Board's decisions had been condemned by the courts "and no other course was open."

Finally, Ratner said, the attacks on the present Board from employers and their partisans are deceitful. He charged, "The Board is falsely accused of the very malfeasance of which the Eisenhower Board was guilty—by the very forces which insti-



gated and applauded the performance of the Eisenhower Board."

Blunt, irrefutable testimony of this type almost single-handedly put the blocks to the arch-conservatives testifying against the Board.

Another setback for those seeking to junk the NLRB came when Sen. Robert Griffin (R-Mich.), co-author of the Landrum-Griffin Act, put his foot in his mouth.

Griffin laboriously cited a quartet of cases in which he claimed the Board usurped congressional power.

Sen. Quentin Burdick (D-N.D.), the lone subcommittee member with a pro-labor voting record, asked Griffin how he could make such a statement when circuit courts upheld the NLRB in 2 of the cases and the Supreme Court upheld the other 2 Board decisions.

#### Legislative History

Griffin, faced with getting a quick reputation for arrogantly second-guessing some of the highest courts in the land, weaseled out by saying it was unfortunate that the courts "deferred to what they considered the expertise of the Board."

Burdick wrapped up his point by quoting a Supreme Court decision which stated that labor legislation was peculiarly a product of compromise, and that recourse to legislative history rather than the letter of the law was appropriate.

Griffin's testimony dwelt largely on his favorite scheme that would both knock out the NLRB and thrust organized labor back into the dark ages of collective bargaining—namely his proposal, as he put it:

"Mr. Chairman, I have concluded that the time has come to abolish the NLRB and to replace it with a U.S. Labor Court patterned after the U.S. Tax Court. As you know, I have introduced a bill (S.1353) to achieve this purpose . . ."

#### Legal Bread

Noteworthy from the standpoint of the record, too, was the testimony of J. Mack Swigert, who told the Senate subcommittee early in his remarks, "I have been practicing law since 1935 and have specialized in the field of labor law, representing employers, for more than 30 years."

He took a big swipe at the Board and echoed Griffin's call that "the time is approaching when Congress will have to give serious consideration to the possibility of substituting a

## Father and Son



Paul V. Healey (right), a 20-year member of Teamster Local 25 in Boston, Mass., proudly stands alongside his son, Paul V. Healey, Jr., who recently returned from Vietnam. The soldier was awarded the distinguished service cross in addition to numerous other citations he received as a result of war action.

more judicial agency in place of the Board . . ."

Swigert knew which side his legal bread was buttered on. It was he who on May 21, 1962, wrote a letter on the stationery of his firm—Taft-Stettinius & Holister of Cincinnati, Ohio—in his capacity as chairman of the

"Committee on the Sources of Union Power."

The letter went to a select super-secret committee of top business barons and lawyers—union-busters one and all—formed as a result of meetings sponsored months earlier by the National Assn. of Manufacturers at a highly confidential meeting of something called the "NAM Center for the Study of Union Monopoly Power."

#### Destroy Labor

Swigert, in on the plan from the beginning to destroy organized labor in America, was forwarding the details of the program to the top committee. The entire sordid story was related in detail in a 3-part series of articles appearing in *The International Teamster* in late 1962. One of the main points in Swigert's letter was that a goal should be conning Congress into passing union-busting legislation.

Sen. Ervin's subcommittee was at times surprised by the clear logic of some of the pro-Board witnesses. One of the most imposing was Derek Bok, dean of the Harvard Law School, who reminded the Senators that when the Board's entire work is viewed, it is

## Ground-Breaking



Officers of Teamster Local 592 in Richmond, Va., are shown breaking ground for their new local union headquarters (left to right): Alvin S. Jones and Glenn F. French, business agents; Albert E. Conyers, Sr., secretary-treasurer, and William A. Hodson, president. The local union is having to relocate because a new expressway is to be built through the present headquarters site.



not as one-sided as present criticisms would indicate.

Dean Bok added, "The Board does make policy—it must make policy—but it does it within the restraints imposed by Congress and the courts."

Generally, those defending the NLRB hewed to the line that it was necessary for the agency to exercise a flexible policy inasmuch as times change the economy, industry, and the entire concept of collective bargaining. History has proven that the Board, in a highly controversial area, they said, has done remarkably well in keeping its head above water.

#### **Board Foes**

Opponents of the Board, as expected, bogged themselves down in endless examples of Board inconsistency—which really, events were to prove, was not so inconsistent after all in many instances—and tried to show that a labor court would solve all the problems.

Board foes pretended not to hear

Sen. Ervin's opening remark that "the legitimacy of the administrative agency is no longer subject to doubt." Instead, they hammered away at the Board as though it were some kind of malformed congressional offspring that never should have been born.

Fortunately, there were enough pro-Board speakers to maintain an even keel.

#### **Impartial**

Frank McCullough, chairman of the NLRB since 1961, expressed concern that the hearings would damage the Board's reputation. He contended that the Board had administered the federal labor law impartially, never hesitating to rule against unions. He stated, "My own conception is that we have carried out the intent of the statute, which protects the right to organize and bargain."

Finally, there was the *Wall Street Journal* quote of an anonymous NLRB staff official who said:

"We're going to be criticized from

### **Wage Gains Hit Record in 1st Qtr.**

Negotiated wage increases for all industries during the first quarter of 1968 hit a record high of 15.3 cents an hour—2.4 cents above the figure for the first quarter of 1967—according to an analysis of 437 contract settlements by the Bureau of National Affairs, Inc., publisher of a labor information newsletter.

now to doomsday because of the job we do. Almost every year since the Board was established in 1935 there have been at least 2 decisions that have been the 'death of private enterprise'—and private enterprise is still flourishing!"

## **Helping Boys Foundation**



Chicago labor and the Chicago Bears are making it a team effort to promote a better Boys Foundation benefit dinner in June. Union leaders, including representatives from Teamster Joint Council 25, are working with the National Football League Players Assn., to sell tickets to a \$100-a-plate dinner to raise funds for the foundation. Passing the ball is Stephen Lamb of Plumbers Local 130. Others in the backfield are (left to right): Edward T. Hanley of the Hotel and Restaurant Employees; Larry Monahan of Joint Council 25; John A. Coleman of General Service Employees, and Al Soudan of the IBEW. Kneeling in front are Chicago Bear Stars Jim Purnell, Dick Gordon and Brian Piccolo.

## **• Illegal Transfer**

It can cost an employer plenty if he 'punishes' a worker for his union activities by transferring him to a harder job which results in a breakdown in the worker's health.

The National Labor Relations Board has just ruled to this effect in ordering MFA Millions Co., Springfield, Mo., to give back pay to a worker from the date of an unfair labor practice transfer to the date of his restoration to his previously relatively less taxing job.

### **Appreciation**

**International Union**

**Dear Sirs:**

I would like to express my feelings and appreciation for all the wonderful help extended by Teamster Local 786 in Chicago while my husband was ill and when he passed away.

I received the death claim in the shortest possible time. I thought Teamster officials did a wonderful job in helping me at this time.

I am proud to say my husband was a member of your great organization.

/s/ Mrs. Richard Wells



## Aerosol Packagers

# Baltimore Local Signs Pact With Century-Old Company



Completing negotiations on an aerosol contract were (left to right): Standing—Leo DaLesio, secretary-treasurer of Local 311; Richard Kraus, company vice president; Seated—Harry Keller, Charlotte Masten, John Thornburg, Barabara Smith.

Teamster Local 311 of Baltimore Md., recently negotiated the first collective bargaining agreement ever entered into by Barr-Stalfort Co., in business for 99 years.

As Stalfort, Inc., the company grew to be one of the nation's leaders in the field of aerosol packaging. In 1967, the Pittsburgh Railways Co., acquired the family-owned firm.

In past years, according to Leo DaLesio, secretary-treasurer of Local 311, several AFL-CIO unions had attempted to organize the company only to go down to defeat each time after hard-hitting anti-union campaigns put on by the company.

Last summer, Local 311 was approached by the Barr-Stalfort employees, many of them women, seeking

representation. Undaunted by previous union failures, the Teamsters plunged into a campaign and last November won a hotly-contested National Labor Relations Board election for the production and maintenance workers as well as truck drivers.

A bargaining committee headed by DaLesio assisted by rank-and-file members Charlotte Mastin, Barbara Smith, John Thornburg and William Eder, then began negotiating with the company.

The first collective bargaining agreement for the 375 aerosol workers provided for union security and checkoff, bereavement pay and leave, health and welfare coverage including dental and eye care, 9 paid holidays, a guaranteed workweek, and last but not least—a very substantial pay hike.

## Health Bill Signed

Alexander Hylek (left) and John Blackburn (right), secretary-treasurer and president respectively of Teamster Local 251 in Providence, R.I., were on hand recently when Rhode Island Gov. John J. Chafee signed a labor health bill into law. The pioneering legislation makes possible a prepaid group practice program based on collective bargaining agreements for providing families with more comprehensive medical care at no expense to themselves. The measure was sponsored by organized labor.



## Local 316 Wins Case In Syracuse

Marsellus Vault & Sales, Inc., of Mexico, N.Y., violated the Act by refusing to bargain with Teamster Local 316 of Syracuse, N.Y., majority representative, and by engaging in other unlawful conduct, said the National Labor Relations Board in a recent ruling.

Hearings showed that a union representative conferred with several of the employees and secured valid authorizations from a majority. The next day, the union informed the company—a manufacturer of funeral supplies, metal stampings, and related articles—of its majority status and demanded recognition and an opportunity to bargain for a contract.

### Manager Resigns

The employer acknowledged receipt of the demand and stated that he favored a Board election to decide the question of representation. The firm later announced that the plant manager was resigning due to illness and that an employee, DeMarko, would succeed him.

### Closing Threat

A few days later, DeMarko told the workers that the firm would close its plant if the union prevailed. He also advised that it would be better if the employees formed their own union rather than pay dues to the Teamsters. He succeeded in getting 5 workers to withdraw their applications for union membership. A week later, the union, unsuccessful in getting a consent election agreement with the employer, filed unfair labor practice charges.

The examiner ruled that DeMarko, with management status, had performed acts involving company policy and that his conduct including threats and interference was in violation of the Act. The violations, together with a finding of coercive interrogation, showed that the employer's refusal to recognize the union was made in bad faith.

The Board ordered the vault company to cease the unlawful conduct and to bargain with the union upon request.



## Birthday Celebration

# Vice President Diviny Feted by 1,700 Friends

Last April 2nd was the 65th birthday for International Vice President Joseph J. Diviny and more than 1,700 of his friends gathered at a San Francisco banquet to honor him.

On hand were General Vice President Frank E. Fitzsimmons, most members of the International Brotherhood of Teamsters general executive board, San Francisco Mayor Joseph Alioto and Jack Shelley, former mayor, and many others.

Rudy Tham, secretary-treasurer of Teamster Local 856 and a co-chairman of the event, read messages of congratulations from those unable to attend, including: President Lyndon B. Johnson, General President James R. Hoffa's wife, Josephine, California Supreme Court Justice Mathew C. Tobriner, and others.

Proceeds of the birthday dinner—which really was more of a testimonial—were contributed at Diviny's request



Vice President Joe Diviny, aided by his wife, Eunice, cut a 6-foot birthday cake as 1,700 well-wishers looked on at a birthday-testimonial dinner for the longtime Teamster leader.



Playing prominent roles in the celebration honoring Vice President Diviny, seated with his wife, Eunice, were (left to right): Rudy Tham, secretary-treasurer of Teamster Local 856; General Vice President Frank E. Fitzsimmons, and Albert Brown, secretary-treasurer of Teamster Local 302. GVP Fitzsimmons was the main speaker.

to the City of Hope, famed medical center in Southern California where victims of cancer and related diseases are given free treatment.

Diviny received resolutions of acclaim and appreciation from the California State Assembly, the San Francisco Board of Supervisors, and Teamster Joint Council 7 of which he is the president.

Sharing the event with Diviny was his wife, Eunice, his daughter, Mrs. Dolores Larrick, and grandchildren.

General Vice President Fitzsimmons expressed his pleasure at being able to join in the occasion. He praised Diviny for "carrying on the great work of those two Irishmen who got together and formed a union here—Mike Casey and John McLaughlin."

Fitzsimmons added that Diviny's "only desire in life is to help his fellow men." He added, "Joe is a champion and a humanitarian to his union and to the citizens of San Francisco and California."

Other general executive board members present with Fitzsimmons included: Vice Presidents Einar O. Mohn, Harry A. Tevis, Thomas E. Flynn, George E. Mock, Harold J. Gibbons, Joseph Trerotola, Dominick Calabrese, Robert Holmes, William Presser, and Trustees Roy Williams and Frank J. Matula, Jr.

To top off an evening of speech-making extolling Diviny's virtues as a Teamster leader, there was a 6-foot birthday cake that he had to cut.

## RR Accidents Soar, Says Agency

"The railroad accident picture is extremely serious," in the view of the National Transportation Safety Board.

In a letter to the Federal Railroad Administration, Joseph J. O'Connell, Jr., chairman of the board, which is part of the newly-created Department of Transportation, urges measures to improve railroad safety which has been deteriorating over the past five years or more.

O'Connell cited statistics for these years, which, he said, clearly showed "how progressively deteriorating track conditions are causing derailments . . . furthermore, higher speeds, longer and heavier trains and the growing carriage of deadly and hazardous materials may well increase the already serious consequences of unsafe practices."



## Popular BA Of Local 25 Dies

George C. Sordello, a business representative for Teamster Local 25 in Boston, Mass., for 16 years, died recently after a brief illness. He went into a coma following surgery.

William J. McCarthy, president of



George Sordello

the local union, called Sordello "one of the best business agents in the entire Teamsters Union." His popularity was attested to by the fact that thousands of Teamsters and friends filed past his casket during a 2-day wake. Teamsters Union officials from all over the country led mourners at the funeral. There were more than 100 cars in the procession.

Sordello first went to work driving a trailer truck in 1932. His biggest stop on his route was the General Electric plant in Lynn, Mass. Two years later, Local 25 organized the plant and Sordello became a Teamster.

In 1944, he ran for his first union office and was elected shop steward. From then until his death he was undefeated in union elections. He became a business agent in 1952.

McCarthy, saying Sordello "could never be replaced," noted that the deceased commanded tremendous respect from members and management alike and that he was an excellent negotiator of contracts.

## Inside Look

# Notre Dame Students Impressed With Local 299 After Tour

An inside look-see by business administration students from the University of Notre Dame into the operations of Teamster Local 299 in Detroit has convinced the group that "one can't believe everything he reads in Life magazine."

That was the comment of one of the student leaders after a visit to the Local 299 headquarters and a tour of operations by David Johnson, Local 299 secretary-treasurer; William Bufalino and Ken Silvers, International Union representatives.

The students, all seniors, will be graduating this year with Bachelor of Science degrees. Some will go directly into labor consultant work, and others will continue with labor law courses with an eye toward a labor law career.

Assistant Professor William P. Sexton who accompanied the group on the visit, recently directed a letter to Teamster General Vice President Frank E. Fitzsimmons in which he said:

"I want to extend my deep appreciation for the kindness and generosity you showed us on our recent visit.

"The impression that your staff made on the students was overwhelming. To have the pleasure of your com-

pany and the benefits of hearing your philosophies in the flesh was beyond all expectation. By this time, the entire university has heard of the superior professionalism of gentlemen.

"These are easy words to say, but I mean it sincerely when I say that our visit will never be forgotten. Unquestionably, you accomplished much more in several hours than we could in many hours of classroom work.

"If in some small way I might be able to repay you for your consideration, do not hesitate to contact me."

In addition to looking into the operation of Teamster Local 299, the students were also given a first-hand tour of the Michigan Conference health and welfare and pension operations.

## ● Joint Study

The Governors of New York and Florida have announced a joint study aimed at assisting migrant workers who travel a route between Florida's rural areas to New York's upstate industrial centers seeking work.

A 15-member panel from both states will conduct a pilot study.



Shown during a recent visit to Teamster Local 299 in Detroit is this group of business administration seniors from the University of Notre Dame. From left to right, Jay Kathman, Patrick Raher, Tim Klutcha, John Cace, Frank Alandt, Frank Mahoney, Professor William Sexton, Local 299 Secretary-Treasurer David Johnson, Skip O'Keef, IBT General Organizers William Bufalino and Ken Silvers, Jim Cleary, Don Roberts, Tim Danielson, Chriss Cheng, Mark Kerns, and Tom Hartz.



**\$36.3 Million 'Found'**

# Wage Chiseling Increases On Par with Investigations

Labor Department wage-hour investigators expanded their inspection of business establishments in the 6-month period ended last December 31st and, as might be expected, found more workers underpaid than in the first half of 1967.

In the Department's first report since the Wage-Hour and Public Contracts Division instituted a new flexible investigation procedure to measure compliance with the 1966 amendments to the Fair Labor Standards Act, it was found that:

**\$72 Million**

—The number of workers underpaid by employers increased 6.4 per cent to a total of 193,668.

—Total underpayments increased also, from \$35.6 million in the preceding 6 months to \$36.3 million in the last half of 1967—a gain of nearly 2 per cent.

In the last half of the year, inspectors visited 33,230 of the country's 1.9 million establishments covered by the law—an increase of 3,481 visits over the first 6 months in 1967.

Altogether, wage chiseling totaled nearly \$72 million last year.

The breakdown showed that for the 6 months ending last December, there were 138,834 workers who did not get overtime pay due them at the time-and-a-half rate; 78,652 who received less than the required minimum wage; 4,235 not paid the prevailing wage, and 2,514 not given equal pay for equal work.

**Investigation Needed**

The data reflected a continuing need for a vigorous and sustained inspection program particularly because it illustrates that violations by employers are probably even more widespread than the figures indicate at first glance.

The Wage-Hour law requires payment of not less than \$1.60 an hour for certain employees of firms in interstate commerce. It also provides that for hours worked in excess of 40 in any workweek, employees must receive at least time and a half their regular pay unless a specific exemption applies.

The Equal Pay Act of 1936 prohibits wage discrimination based on sex for employees subject to the minimum wage provisions of the Wage-Hour law.

Under the Service Contracts Act, workers for private employers doing government contract work must be paid the prevailing wage and fringe benefits as determined by the Secretary of Labor.

On Feb. 1 of last year, new FLSA amendments raised the minimum wage for those previously covered and extended coverage to an additional 9 million workers. Further changes went into effect Feb. 1, 1968, raising the minimum wage for most covered workers to \$1.60 an hour.

## Babylon, N.Y. City Workers Go Teamsters

City workers for the town of Babylon, N.Y., on Long Island went Teamster recently when all the white and blue collar workers alike voted for representation by Teamsters Local 237, New York City-based with organizational offices in Nassau and Suffolk Counties.

Barry Feinstein, Local 237 president, said the election result was 283 to 84 for the Teamsters over the New York State Civil Service Employees Assn.

**Militant Unionism**

Feinstein credited Jack Farneti, Suffolk area organizing director, with the victory. Farneti was aided by Ralph Prossimo, business agent, and Edward A. Cervo, an administrative aide to Feinstein.

Feinstein termed the election win a "phenomenal breakthrough for the Teamsters." He added, "We feel it indicates a clear and definite trend away from old-time, company-oriented organization to the kind of militant unionism only Teamsters can deliver."

## ● NY Victory

Employees of Film Express in New York City recently voted for representation by Teamster Local 808, according to John Mahoney, secretary-treasurer of the local union. The ballot count was 9 to 2.

## Sailboat Makers Sign



These members of Teamster Local 526 in Fall River, Mass., employed by O'Day Boat Co., manufacturer of sailboats, are shown with Frank Almeida, steward, after signing DRIVE membership cards.



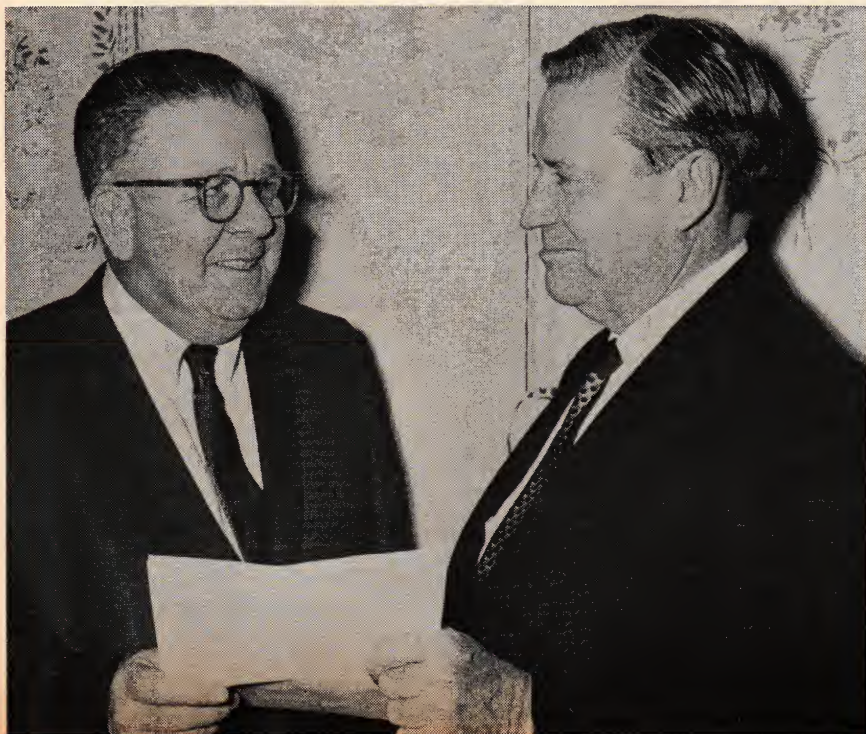
## DRIVE REPORT

# Fitzsimmons Calls 1968 Elections 'Crucial'



Teamster General Vice President Frank E. Fitzsimmons addresses delegates to the recent Teamster Building Trades Legislative Conference in Washington, D.C. At the head table (left to right) were Walter Shea, administrative assistant to Fitzsimmons; International Vice President Thomas E. Flynn; Mrs. James R. Hoffa, wife of General President Hoffa and President of DRIVE Ladies Auxiliary; Teamster Legislative Director Carlos Moore; Fitzsimmons; Sen. Yarborough; Thomas Owens, director of the Teamster National Construction Division; and Weldon Mathis, administrative assistant to Frank Fitzsimmons.

Teamster General Vice President Frank E. Fitzsimmons and Senator Ralph Yarborough (D-Tex.) discuss the Occupational Safety and Health Act of 1968, at the recent Teamster Building Trades Legislative Conference at the Hotel America in Washington, D.C.



### Registration, Get Out Vote Programs a Must

ADDRESSES by Teamster General Vice President Frank E. Fitzsimmons and Senator Ralph Yarborough (D-Tex.), highlighted a legislative dinner last month in Washington, D.C., sponsored jointly by the Teamster legislative department and the IBT National Construction Division.

Fitzsimmons declared that the Teamsters have made no endorsement in the Presidential contest yet, but when such an endorsement is made by the IBT general executive board, Teamsters will be the first to know.

"When we do make an endorsement," Fitzsimmons said, "we will appreciate your cooperation."

The Teamster general vice president called 1968 a 'crucial' year, not because of the ambitions of those who seek office, but because "it is crucial that we select one who is dedicated to the problems at hand and dedicated to plan for the future generations."

He declared further that it is absolutely necessary that leaders in DRIVE and in all IBT affiliates carry out their obligation to see that Teamster members and their families are registered and that they vote on election day.

Fitzsimmons was high in his praise of Senator Yarborough, calling him a man who has accepted the responsibility of representing all people on national issues with the common good in mind. He also praised the senator for his stand on the occupational safety and health bill and his positions on measures important to organized labor.

Senator Yarborough discussed the Occupational Safety and Health Act of 1968, and documented the reasons why it should be passed.



## Call for Reform

# Some Multimillionaires Pay No Tax, Says Wisconsin Congressman Reuss

Ten per cent of zero is zero, said a congressman recently, when pointing out that if a surtax were enacted there still will be multimillionaires who won't pay a dime of it.

In renewing a call for tax reform, Rep. Henry S. Reuss (D-Wis.) revealed that leaky tax laws have allowed 3 Americans with incomes of more than \$5 million to avoid paying any federal income taxes. His remarks were printed in the *Congressional Record*.

Reuss cited the example of 11 multimillionaires—3 of whom earned more than \$5 million, 3 between \$2 and \$5 million, and 5 between \$1 and \$2 million—and yet paid no tax, to emphasize his contention that high-bracket taxpayers are escaping paying their fair share of taxes because of existing loopholes in the statutes.

Reuss and a small group of other congressmen have been urging the Administration to submit a comprehensive tax reform bill.

Comparing the promise of the na-

tional tax system with its "leaky performance," Reuss said:

"Though the tax system is designed to be progressive, taxing high-bracket taxpayers at about 50 per cent, after the tax attorneys are through, the high-bracket taxpayer pays about 25 per cent or one-half his share.

Citing newly-available Treasury Department figures on effective tax rates, Reuss said a significant number of millionaires escape taxation entirely. In 1962, for example, 30 taxpayers with incomes exceeding \$500,000 for the year avoided paying any income tax. Another 28 paid less than 10 per cent. In 1965, 35 taxpayers with incomes exceeding \$500,000 escaped tax.

Should a 10 per cent surtax be enacted by Congress, Reuss said, the 1968 counterparts of these tax avoiders will pay no surtax. He added:

"Ten per cent of zero is zero . . . and thousands more of high-bracket taxpayers who will pay only a small percentage of their income in tax will

## 100% DRIVE



These members of Teamster Local 42 in Lynn, Mass., are shown with James P. O'Brien (second from right), president, and Richard Sewell, business agent, after signing up 100 per cent for DRIVE while on the job at Lynn Sand & Stone Co.

## Registration



Josephine Hoffa, President of National DRIVE Ladies Auxiliary, this month again reminded local unions throughout the country that the National DRIVE office in Washington, D.C., has attractive bumper stickers available urging voter registration. The stickers are available at \$40 per thousand, and local DRIVE units are urged to place their order now.

also escape paying their fair share of the proposed surtax."

In his closing remarks, the Wisconsin Representative said:

"So great is the inequity of the present system—inequity which will be magnified by the surcharge—that in the face of the need for greater revenues, the Administration's surtax request should be accompanied by a firm commitment to take early and decisive action on sweeping tax reform.

### Home Problems

"Even after the termination of the war in Vietnam, this nation would need large amounts of federal revenues to deal with the immense social problems here at home—problems of our cities, education, conservation, welfare, housing, pollution. Far-reaching structural tax reform is necessary if the nation is to raise these needed revenues equitably."

## Tax Reform

One of the provisions in the recently passed excise-surtax bill was a requirement that the President submit to Congress by December 31, 1968, a comprehensive program of tax reforms.



## Congressional Secrecy Is On Upswing

Legislation produced in Congress is often fashioned in secret as committees and subcommittees meet behind closed doors, and the trend since 1961 shows a steady upswing in the number of so-called "executive sessions" from which the press and public are barred.

In 1961, the Senate and House committee members held a total of around 3,100 committee sessions of which about 1,100 were secret. In 1967, the *Congressional Quarterly* tabulated 4,412 committee meetings in both houses. Of the total, 1,716 (nearly 40 per cent) were held in secret.

What makes the closed session of some concern to both lawmakers and the public is that often the secret sessions occur at a very vital stage in the production of a piece of legislation.

A prime example of this occurred in the 80th Congress when the Republicans on the Education and Labor Committee locked out the Democrats while the Taft-Hartley Law was being whipped into shape. Exclusion of other committee members is rare, but it still happens amid a furor.

Several congressmen have introduced legislation from time to time to outlaw the secret session, or at least make it unpalatable—but the proposals never make it to the floor.

## With Governor



Talking it over at a recent DRIVE meeting at Teamster Local 340 in Portland, Me., (left to right): National DRIVE Director Carlos Moore; John Ramsey, president of Local 340; Maine Gov. Kenneth M. Curtis; Albert Page, secretary-treasurer of Local 340, and Jerome Plante, local DRIVE director.

Meanwhile, the exclusion of interested observers and news media from congressional committee sessions becomes even more commonplace.

## Proposal For Halting Price Rise

Sen. Philip Hart (D-Mich.) proposed recently that the best way to fight higher prices is through vigorous enforcement of antitrust laws to make big companies compete instead of "raising prices in unison."

## ● 526 DRIVE

Teamster Local 526 of Fall River, Mass., recently conducted a campaign to get members to sign DRIVE membership cards and scored a heavy success under the leadership of Anthony J. Materia, secretary-treasurer of the local union.

DRIVE crews approached the Teamsters on the job and at special meetings after work. When the initial phase of the campaign was completed, some 45 per cent of the 900-member local union had joined DRIVE.

## In Wisconsin



DRIVE Ladies Auxiliary in Wisconsin worked around the clock getting out the vote for the Wisconsin primary. The ladies are shown here with E. J. Robillard, Wisconsin DRIVE director (left), and Roy Lane, Co-Chairman for Greater Milwaukee DRIVE, as they urged Teamsters to turn out for the Presidential primary.

## Honorary Member

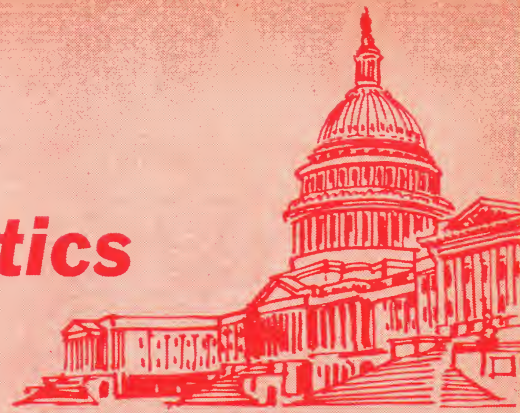


Norma Jean Beasley, recording artist whose latest release is "Truck Driving Woman," was made an honorary member of the DRIVE chapter of Teamster Local 886 in Oklahoma City, Okla., in appreciation for her help during a voter registration campaign.





# SPOTLIGHT ON *Legislation and Politics*



- Auto Insurance Investigation

The Senate has passed a resolution authorizing the Secretary of Transportation to conduct a comprehensive study of all aspects of the auto insurance system in the United States. A similar resolution has passed the House Commerce Committee and was scheduled for a full house vote late in April. Both bills appropriate \$2 million to finance the study.

- Financial Disclosure of Congressmen

As of April 1, 1968, 13 senators and 18 congressmen made public disclosures of their personal finances and assets and liabilities.

- Poultry Inspection

The House Agriculture Committee passed by a 22-5 vote a bill providing for inspection of poultry sold in intra-state as well as in inter-state commerce. A similar bill applying to red meat was enacted in 1967. The Senate Agriculture Committee has yet to act on the poultry bill.

- Holiday Bill

A proposal to create Monday holidays—switching three Federal holidays to Monday observance—has been approved by the House Judiciary Committee. The same measure would make Columbus Day a Federal holiday. Under the plan, Washington's Birthday, Memorial Day, Veterans Day and Columbus Day would all be observed on a Monday.

- Federal Minimums

A legal effort by 29 states to prevent minimum wage amendments adopted by Congress in 1966 from being applied to thousands of state and community workers in public schools and hospitals is being fought by organized labor before the Supreme Court. The AFL-CIO has filed a 'friend of the court' brief arguing that the federal minimums applied to such institutions are well within the federal jurisdiction.

- Situs Picketing

Rep. Joseph Y. Resnick (D-NY), a candidate for the Democratic nomination for the U.S. Senate from New York, has announced that he dropped his opposition to situs picketing legislation and will support the measure when it comes before the House.

- One Man, One Vote

The one-man, one-vote principle which has always been supported by the labor movement has been extended from the national and state level down to the local level by the Supreme Court. The court decision last month said that cities, counties, and other local governments should correct gerrymanders or other unequal representation injustices within their boundaries.

- Open Housing

The Michigan State Senate has passed a fair housing bill by a vote of 22 to 14. Voters in Birmingham, Mich., also have approved a local open housing ordinance, and the Michigan Supreme Court has ruled that a State Civil Rights Commission has authority to prevent housing discrimination.

- Runaway Gimmick Nipped

The Senate has sent to the house a bill to end the tax exemption for industrial bonds which have been labelled the 'runaway industry' gimmick, whereby states float a bond issue to attract industry. If the House acts on the measure, anti-union employers will no longer be able to pick up their plants and run away to a low wage state.

- Riot Commission Bill

Sen. Edward W. Brooke (R-Mass.) has introduced legislation to start enactment of the White House Riot Commission's recommendations that would cost an estimated \$350 billion over 10 years. Sen. Brooke said his bills will make a limited, low-cost start on the recommendations, including a congressional study of a plan for a guaranteed annual income.



**For  
Your**

# Information

## ● Income and Gambling

Rich and poor have one thing in common: They share a unique lack of interest in gambling.

A 3-month study of the New York State Lottery came up with the conclusion that the greatest interest in gambling occurs among those with annual earnings between \$5,000 and \$7,500.

The experts reported that persons earning below \$5,000 or more than \$25,000 have shown the least lottery interest.

## ● New Face, No Change

Arthur M. Okun, new chairman of the Council of Economic Advisers to the President, seems to take the same grim stance about wage settlements as have former chairmen of the group.

Okun glumly referred recently to "exceedingly costly" wage settlements. He said unions winning pay gains after 9 months of strike in the copper industry "received larger wage increases than the public interest justified."

## ● Railroad Vandalism

Railroad vandalism is on the increase in the Midwest where the nation's rail system is centered.

Especially vulnerable are rail cars hauling new autos stacked in tiers and open on all sides. The Louisville & Nashville Railroad reported recently that 1 of every 200 cars it transported last year was damaged by vandals.

It is believed that most of the damage is caused by youngsters throwing rocks at moving trains, shooting out signal lights, and tampering with switches.

The damage amounts to millions of dollars annually.

## ● Price Casualties

Since December, 1965, shortly after the Vietnam war buildup got underway, the overall cost-of-living has increased about 7 per cent—much of it in selected items common in the marketplace.

The price of carrots, for instance, has risen 39 per cent since December, 1965. Green peppers have gone up nearly 36 per cent, onions more than 30 per cent, according to the Bureau of Labor Statistics.

Semi-private hospital room cost has risen 35.8 per cent and private rooms 32.6 per cent. Operating room charges have jumped 22.8 per cent.

Street dresses and girls' handbags have gone up 18.5 per cent and 17.5 per cent respectively.

## ● Consumer Credit

Consumer installment debt in February showed the sharpest increase in 18 months with more than two-thirds of the gain in auto credit and personal loans, according to the Federal Reserve Board.

Installment credit outstanding as of the end of February was \$77.3 billion while non-installment credit outstanding amounted to more than \$20.3 billion.

The total outstanding credit of more than \$97.6 billion was up some \$5 billion from February, 1967.

## ● Educational Standards

Educational standards in the United States are improving, according to the *Monthly Labor Review* published by the Department of Labor.

Two of every 3 adult workers will have a high school diploma or better by 1975—compared with a ratio of only 1 of every 2 workers with comparable education in the late 1950's.

By 1975, it is predicted, 4 of every 5 young adult workers will have a high school education or better, and 1 of every 5 will have completed 4 years or more of college.

## ● Rising Hospital Costs

Hospital costs will increase another 15 per cent during 1968, according to Kenneth Williamson, associate director of the American Hospital Assn.

The increase, he predicted, would put the average hospital daily bill at over the \$66 mark.

Since 1946, hospital bills have risen faster than any other item on the Consumer Price Index. But they began their sharpest increase in 1966 when the average bill soared to \$50.31 per day—a hike of more than 16 per cent over the previous year.

## ● Meat Inspection

California and New York have become the first states to sign cooperative agreements with the U. S. Department of Agriculture to establish Federal-State meat inspection programs under the Wholesome Meat Act of 1967.

Under the agreement, made after a survey of meat plants in the two states, the states will do the inspecting for meat sold within the state and the federal government will handle meat in interstate commerce.

## ● Job Improvement

There were job gains during March, with unemployment dropping slightly to 3.6 per cent, and total



employment reaching an all-time high of 75,800,000.

Over the month, the unemployment rate for whites dropped from 3.3 per cent to 3.2 per cent, while the rate for non-whites dropped from 7.2 per cent to 6.9 per cent.

Over the year, the jobless rate for whites held at a steady 3.2 per cent, while that for non-whites dropped from 7.4 to 6.9 per cent. The non-white jobless rate, however, was still more than double that of the white rate.

## ● War Profits

Sen. George McGovern (D-SD), says that since the 1965 escalation in Vietnam, corporate profits have "skyrocketed" from an annual average of \$31.7 billion after taxes to \$47.3 billion. One contract involving M-15 rifles, Sen. Frank Church (D-Idaho) says, amounted to a profit of 1400 per cent.

The Renegotiation Board, charged with looking over war contracts, in a sampling showed that 16 companies disclosed sales related profits on their business up to 36 per cent in one case, six over 20 per cent, and all over 13 per cent.

## ● Shaky Increase

In Honolulu, Hawaii, 50 professional hula dancers for the first time not only won job security, but annual pay raises as well. The beautiful, hip-swinging, grass-skirted babes, who have greeted hundreds of thousands of Hawaiian visitors, won their new economic status by transfer from the privately-owned Hawaii Visitors Bureau to the state's civil service rolls.

## ● Student Contrasts

In Carlisle, Penna., 50 Dickerson college students got academic credits toward their degrees for participating in a strike of the United Rubber Workers.

The same week, in Sofia, Bulgaria, 57 students were sentenced to three months in prison at hard labor because they refused to spend their summer vacations working on state farms.

## ● J. P. Stevens Again

An NLRB trial examiner has found the J. P. Stevens Company guilty again of violations of the National Labor Relations Act—this time in two of the company's Georgia plants.

Trial examiner Louis Libbin ruled that Stevens illegally fired four supporters of the Textile Workers Union of America for union activity and ruled that one had been fired for filing charges with a government agency.

## ● Teamster Organizing

Single-union representation election statistics compiled by the National Labor Relations Board show that once again the International Brotherhood of

Teamsters and its affiliates paced organizing activity in February.

Altogether there were 469 single-union ballots and Teamsters affiliates were on 144—or nearly 31 per cent—of them. All unions together won 251 of the ballots with the Teamsters accounting for 78 of the victories, or better than 31 per cent.

Of the 11,430 employees eligible to vote in the units won by unions, some 1,779—or more than 15 per cent—voted to go Teamster.

## ● Wage-Price Controls

Controls on wages and prices may only come about in the event of all-out war, according to William H. Chartener, Assistant Secretary of Commerce for Economic Affairs.

Addressing a conference of business economists recently, Chartener attributed much of the currently accelerating wage-price rises to earlier increases in the cost of services and food—which in turn resulted in a clear loss of purchasing power by consumers.

In attempting to recoup the loss, he said, unions formulated higher wage demands to play catch-up.

## ● Happy Bankers

"First-quarter earnings reports from the nation's major banks started to pour in yesterday. They made pleasant reading for bank shareholders.

"In every case, sharp increases were posted, reflecting improved profit margins, higher interest rates, increases in tax-exempt income and growth in demand deposits on which no interest is paid . . ."—*New York Times*, April 3, 1968.

## ● Personal Bankruptcy

Social stigma attached to the idea of personal bankruptcy is fading as indicated by the fact that U.S. Courts processed 191,729 cases in the year ended last June 30th.

The figure was up 9 per cent from the previous year, triple the number of personal bankruptcies 10 years ago, and 18 times as many cases as in 1948.

Federal officials believe personal bankruptcies now equal or exceed those in business bankruptcies—in terms of dollar liabilities—which once were far greater.

## ● School Lunches

The Committee on School Lunch Participation, composed of churchwomen, charges that only a third of the nation's 50 million school children are getting hot lunches.

The committee, basing its report on federal statistics and surveys by volunteers in 45 cities and towns in 39 states, estimated that only 18 million pupils are getting school lunches.

Quick action by Congress, the Agriculture Department and the President was called for to provide a "universal free school lunch."



# WHAT'S NEW?

## Electric Auto

The first practical electric carriage was perfected in 1837, scientists are now predicting that the modern counterpart of this early vehicle will become part of the American scene much earlier than expected.

With this in mind, leading electric power utility corporations are busy forming an Electric Vehicle Council to "coordinate and promote the use of electricity to propel industrial, commercial and passenger vehicles."

The council points out the following advantages of electric power over the internal combustion engine:

In addition to eliminating a recognized major source of air pollution, the electric car would be extremely quiet. Electric motors deliver full torque at all speeds, resulting in speedier acceleration from a dead stop. No fuel would be used while standing, an advantage in multi-stop delivery and in heavy traffic.

Because the electric motor is a relatively simple machine, maintenance and repair would be minimal. Among the operating parts of today's car that would be eliminated are the differential, the transmission, the engine cooling system, the starter, the generator, the exhaust system and muffler.

It is possible that the battery would be recharged at a filling station, where the vehicle owner's battery would be replaced by a fully charged system. With service station charging, the car owner will not be concerned with the remaining physical life of the battery, as the service station would eliminate units as they near the end of their useful life. It would also permit unlimited distance travel since the battery could be replaced as required.

## Open Grip Safety Grating

In answer to the problems caused by solid steel carriage platforms for carrying tools, chains and extra tires on the trailer sections of trucks, a leading manufacturer has developed an Open Grip Safety Platform.

The solid steel tray design proved undesirable because it prevented dirt, water and snow from draining properly thus causing corrosion and a generally unattractive appearance.

The newly designed tray is self cleaning, and the perforated design allows for non slip surface for foot traffic. The new type tray also provides for lower cost and weight advantages and is available in some sizes in stainless steel.

## Tension Tester

This unique little pocket size tool has been developed to give accurate measurements of tension of light duty industrial and automotive belts. The instrument operates on a principle similar to tire pressure gauges. The tester simply places the feeler bar down to the belt, turns the sleeves to the desired tension and should feel a signal through the top of the tool when the belt is measured.



The gauge will then register the pressure of the belt and indicate whether tightening or loosening is required.

## Catalog Available

PPG Industries today announced that Ditzler Automotive Finishes has just published a new 32 page REFINISH CATALOG.

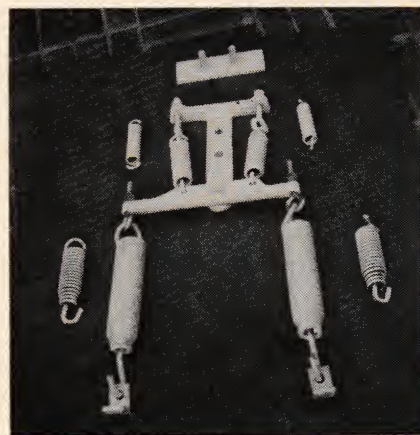
This illustrated descriptive catalog carries detailed information about products for refinishing passenger cars, fleet vehicles, buses and other motor vehicles. Included are sections on surface preparation, undercoats, finish coats, thinners and reducers, color mix-

ing equipment, and rubbing compounds.

This catalog is form number 6865, and can be obtained from any Ditzler jobber or by writing direct to Ditzler Automotive Finishes, PPG Industries, 8000 W. Chicago Ave., Detroit, Mich. 48204.

## Safti-Stabilizer

A stabilizing mechanism designed to increase tire mileage and reduce the risk of lost control from blowouts is now available for private autos and commercial trucks.



The mechanism is attached to the inside of each front tire and provides tension to maintain front end alignment thus producing even tire wear and taking the vibration out of the steering. This also eliminates the wear and tear on tie rods, ball joints and king pins thus increasing their life.

The manufacturer also claims positive steering control can be maintained during blowouts or through soft highway shoulders by keeping the wheels in a straight forward position.

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*



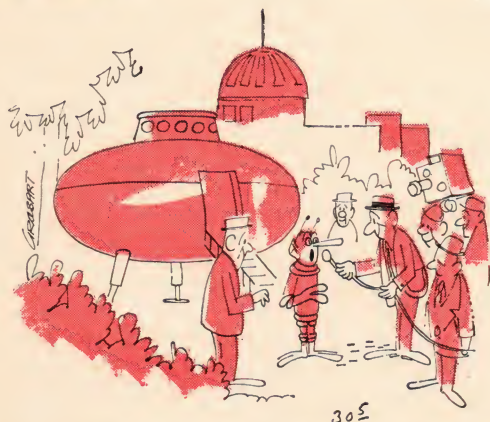
# LAUGH LOAD



"What makes you think I'm trying to send fish through the mail?"



"At this rate, you could be protected from snake bite for the rest of your life."



"Yes I'm married, but my wife couldn't come, said she didn't have a thing to wear."

## Rainy Day Golfer

This golfer was a poor loser. As he walked away, he told his partner that he played against the doctor's orders. "Sure," replied the victor, "I know how it goes. As a matter of fact, I've never yet beaten a man in good health!"

## Hear! Hear!

"Our way of answering the 'phone is better than yours," said the Englishman. "We say 'Are you there?' and, of course, if you're not, there's jolly well no use in continuing the conversation!"

## Baby Fat

Doctor: "What was the most you ever weighed?"

Patient: "154 pounds."

Doctor: "And what was the least you ever weighed?"

Patient: "8 and one-fourth pounds."

## Canned Tongue

A garrulous war hero was relating his exploits to his date. "Did I ever tell you about the time my ship was torpedoed and I had to live for two weeks on a can of sardines?"

"My goodness," exclaimed the sweet young miss, "weren't you afraid of falling off?"

## Some Mechanics!

A Kansas farmer's tin barn roof was whisked off by a tornado many years ago. He found it, rolled into a ball, 10 miles away. A neighbor told him that the beginning auto industry would pay him for the scrap tin, so he crated and shipped it to Detroit. A week later he got a letter "We don't know what hit your car, but we'll have it fixed by the 15th of next month."

## A Telling Answer

Young reporter: My, you're certainly well-preserved. How old are you, anyway?

Old gal: Well, dearie, let's just say that I'm a little bit older than my teeth!

## Magic

The newly-wed groom, attempting to exercise a little authority over his pert new bride commanded from his easy chair: "Make me a liverwurst sandwich."

"Okay," she replied, waving a magic wand, "You are a liverwurst sandwich."


## A Piece Offering

A tightwad visited a gift shop to find an inexpensive gift for a business associate, but he found everything too expensive until he spotted a vase which had been broken. He bought it for practically nothing and asked the store to send it; he naturally hoped his friend would think it was broken in transit. In a few days he received an acknowledgment "Many thanks for the vase," it read, "and it was so thoughtful of you to wrap each piece separately."



# FIFTY YEARS AGO

in Our Magazine



VOL. XV

(From the April, 1918 issue of the TEAMSTER)

Number 4

## Eight Hour Work Day For Better Communities

**A**T the present stage of the discussion of reducing the hours of the work day it is no longer necessary to set out to prove the benefits to mankind gained everywhere in industrial life through cutting off all the hours of employment above ten. On the shelves of every public library in our cities are books and reports by the score telling of communities made more healthy, more sober, more happy, more enlightened by removing the burden of the intolerably excessive labor to which the workers generally were formerly driven. To lop off two, three, and even four hours above eight was a long step toward substituting humanity for brutality.

More than that, economically nothing was lost. At the end of the year the worker, on the average, yielded as much output at eight hours as at the longer day. He worked more days, he applied more muscle to his task, and he rose from an automaton drudge to an intelligent mechanic. It is also to be noted that every reduction in the hours of daily labor has been followed by new and better tools and devices by which the production of the workers working under an eight-hour day has been vastly increased over the former long-hour workday.

The laborer's strength diminishes gradually in the course of the day. The last hours count against him most. Bodily ailments then develop in his weak spots. The quality of his work then falls off. His aversion, born of weakness and

exhaustion, then takes root toward the natural avocations of a healthy nature in the hours off from the daily grind. It is then that, with a certain percentage of the wornout toilers, a craving for stimulant arises, foreshadowing the deplorable consequences of indulgence in drink. It is then that the workman is unfitted to take part during the evenings in the various duties of his life, hence he is the less worthy as a citizen, the less helpful to the constructive institutions of society, the less a watchful, patient and competent father of a family. —Hon. Frank Buchanan.

## A Vision of the Future

"A vision of the future rises:  
\* \* \* I see a world where thrones have crumbled and where kings are dust. The aristocracy of idleness has perished from the earth.

"I see a world without a slave. Man at last is free. Nature's forces have by science been enslaved. Lightning and light, wind and wave, frost and flame, and all the secret subtle powers of the earth and air are the tireless toilers for the human race.

"I see a world at peace, adorned with every form of art, with music's myriad voices thrilled, while lips are rich with words of love and truth; a world in which no exile sighs, no prisoner mourns; a world on which the gibbet's shadow does not fall; a world where

## Employers Jolted

Employers are jolted in a statement by Roger W. Babson, the Boston statistician, who is assisting the United States employment service.

After visiting chambers of commerce and other business groups in western cities, Mr. Babson says he returns convinced of these points:

"The labor difficulty at present is one of improper distribution rather than of shortage. The complaints of manufacturers, I found, have arisen not so much from their difficulty in obtaining labor but from their difficulty in obtaining it at the prices which the manufacturers desire to pay. My principal difficulty was in

convincing manufacturers of the increase in the cost of living to wage earners and in the reasonableness of advancing wages corresponding to the advance in the price of materials.

"Manufacturers who are not complaining about paying advances of 100 per cent or more for material are strenuously objecting to paying a fraction of this advance in wages.

"I started on my trip with the idea of educating workers to the difficulty and needs of the present situation. I returned with the idea that manufacturers need fully as much 'missionary work' as do the workers.

## Picketing

Picketing in Arizona is legal and unionists have the right to advertise unfair work conditions.

When restaurant workers struck to enforce living conditions, the employer asked a lower court to issue an injunction against the strikers to stop picketing and advertising his establishment. The lower court refused this request, and the employer appealed to the State supreme court.

The supreme court sustains Arizona law, which permits picketing. In referring to the union's method of advertising, the court said:

"No right of the plaintiff is violated by publishing the facts. Certainly if a dispute between plaintiff and the labor union exists, plaintiff has no legal right to enforce the union to keep the facts secret."

labor reaps its full reward; where work and worth go hand in hand, where the poor girl, trying to win bread with a needle—the needle that has been called 'the asp for the breast of the poor'—is not driven to the desperate choice of crime or death, of suicide or shame.

"I see a world without the beggar's outstretched palm, the miser's heartless, stony glare, the piteous wail of want, the livid lips of lies, the cruel eyes of scorn.

"I see a race without disease of flesh or brain—shapely and fair, married harmony of form and function, and, as I look life lengthens, joy deepens, love canopies the earth; and over all, in the great dome shines the eternal star of human hope."



**TO THE PUBLIC AND CONSUMERS:**

**PLEASE DON'T BUY**



**ARE YOU BUYING CANDY FROM AN UNFAIR  
MANUFACTURER AT ONE OF THESE PLACES?**



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

**Hollywood Brands, Inc.,** refuses to bargain with Teamster Local 50 even though its employees overwhelmingly voted for Teamster representation and even though the government has ordered it to bargain with Local 50. Some of the brands of candy manufactured by **Hollywood** are:

**Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—  
Teddy Bear—X-Tafy Nut—Zero—Also: Combination specials—Sunday and Tuesday.**